

Executive Director, BD&L Transactions

Job ID
REQ-10052925
Jun 18, 2025
USA

Summary

The Strategy & Growth, Corporate & Business Development (C&BD), Business Development & Licensing (BD&L) team is seeking a new Executive Director, BD&L Transactions. In close coordination with the respective BD&L Partnering Therapeutic Area Head, this individual will negotiate and secure BD&L deals of a specific therapeutic area (i.e. Immunology) across all stages of development (from research to commercial stage) and geographies

They will act as the deal architect and lead negotiator (deal structuring, term sheet, contract negotiations) for partnering opportunities strategically aligned with growth initiatives.

Location: this role can be based in Cambridge, MA US or Basel Switzerland. If applying in Europe please refer to REQ-10052926.

LI - #hybrid

About the Role

Major Accountabilities:

- On a project-by-project basis, provide outstanding partnering and project management skills through the entire deal making process to secure and implement attractive deals
- Develop partnering structures tailored to the profile of each envisioned collaboration
- Propose deal terms and negotiation strategy to BD&L Partnering Head(s)
- Drive contribution from various Functions to develop robust and comprehensive business cases and derive clear recommendations
- Identify and resolve issues promptly, gather and analyze information skillfully, escalate to senior management quickly
- Work closely with the Therapeutic Area Leadership team (Research, Development, Commercial, Strategy Heads) to understand key partnering priorities, drive alignment, and proactively communicate project updates
- Facilitate decision making process at key governance deal committees by preparing comprehensive presentations/memos
- Proactively monitor the external business environment and maintain a knowledge base of licensing transactions and other companies partnering activities
- Build and continuously strengthen broad industry network to facilitate deal making

What you will bring to the role:

- Curious, engaged, self-starter, eager to learn and contribute while operating in a fast-paced highly competitive environment
- Outstanding presentation and communication skills:
 - Ability to synthesize and present clearly to senior executives complex set of facts (i.e. scientific, clinical, commercial, and financial information) to facilitate decision making process
 - Actively listens and gets clarification when needed, respond well to questions, speaks clearly and persuasively in positive or negative situations
 - Proactively communicate changes and progress to manager and/or internal stakeholders
- Strong interpersonal skills, build and strengthen broad network to promote Novartis as partner of choice in the industry and facilitate deal making
- Best-in-class project management skills, ability to multitask and perform under pressure to meet challenging deadlines
- Outstanding time management and demonstrated delivery of continued high-quality work in a complex cross-functional and ever-changing environment
- Teamwork skills:
 - Balance team and individual responsibilities
 - Puts success of team above own interests
 - Support everyone's efforts to succeed and contribute to building a positive team spirit
- Strategic thinking skills complemented by strong execution focus (drive projects to conclusion)
- Problem solving skills: identify and resolve problems in a timely manner, gather and analyze information/facts skillfully, be creative
- Cross-functional leadership:
 - Ability to navigate through the matrix organization to drive contribution from various functions and develop a robust business case to support potential deals
 - Shepherd the deal rapidly and efficiently through senior level review and internal governance, whilst at the same time managing the external process with the company to ensure Novartis remains a competitive bidder for the deal
 - Influence, motivate, lead large cross-functional team across the partnering process

Job Requirements:

Education: Bachelor's degree required. Ph.D. or Advanced degree in biological sciences a plus and / or MBA or similar advanced degree.

Experience: Minimum of 10+ years industry experience with at least 5+ years in Business Development or Investment Banking

Languages: Fluency in English (verbal, written, and negotiation), additional language is a plus

Novartis Compensation Summary:

The salary for this position is expected to range between \$225,400.00 and \$418,600.00 USD per year.

The final salary offered is determined based on factors like, but not limited to, relevant skills and experience, and upon joining Novartis will be reviewed periodically. Novartis may change the published salary range based on company and market factors.

Your compensation will include a performance-based cash incentive and, depending on the level of the role,

eligibility to be considered for annual equity awards.

US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a variety of other benefits. In addition, employees are eligible for a generous time off package including vacation, personal days, holidays and other leaves.

Why Novartis: Helping people with disease and their families takes more than innovative science. It takes a community of smart, passionate people like you. Collaborating, supporting and inspiring each other. Combining to achieve breakthroughs that change patients' lives. Ready to create a brighter future together? <https://www.novartis.com/about/strategy/people-and-culture>

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>

Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

Accessibility & Reasonable Accommodations

The Novartis Group of Companies are committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the application process, or to perform the essential functions of a position, please send an e-mail to us.reasonableaccommodations@novartis.com or call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Division

Strategy & Growth

Business Unit

Universal Hierarchy Node

Location

USA

State

Massachusetts

Site

Cambridge (USA)

Company / Legal Entity

U061 (FCRS = US002) Novartis Services, Inc.

Functional Area

BD&L & Strategic Planning

Job Type

Full time

Employment Type

Regular

Shift Work

No

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