

Executive Director, Real World Evidence

Job ID

REQ-10056620

Jul 02, 2025

USA

Summary

Location: Remote: This position can be based remotely in US. Please note that this role would not provide relocation as a result. The expectation of working hours and travel (domestic and/or international) will be defined by the hiring manager.

About the Role

The Executive Director, Head of Real-World Evidence (RWE) is a senior leadership role within the US Evidence Generation team, providing strategic vision and leadership for RWE activities across the company's entire therapeutic portfolio. Reporting to the Vice President of Evidence Generation, this position oversees a multidisciplinary team to:

- Shape and execute RWE data strategies in US Medical Affairs, leveraging innovative data sources to drive impactful research.
- Implement measurement strategies for clinical care gap assessments.
- Deliver regulatory-grade, high-quality observational research that informs clinical, regulatory, market access, and commercial decision-making across all stages of the product lifecycle.

This role requires a highly experienced thought leader with both technical expertise and strategic vision to advance innovative, scientifically robust evidence for priority assets. The successful candidate will guide the evaluation and application of observational research methods and analytical techniques, while leading and mentoring a team of RWE professionals in the US and across the NOCCs.

Key Responsibilities:

- Develop and execute comprehensive US-focused RWE strategies aligned with company business priorities across all therapeutic areas.
- Provide strategic oversight for evidence generation plans for the complete product portfolio within the US market.
- Collaborate with the VP of evidence generation and medical affairs leadership to integrate RWE insights into strategic decision-making.
- Ensure alignment of US RWE strategies with global evidence generation initiatives.
- Lead and inspire a cross-portfolio team of RWE directors, managers, and specialists covering multiple therapeutic areas.
- Provide mentorship, career development, and performance management for direct reports.
- Foster a culture of scientific excellence, innovation, and collaboration within a matrix organization.
- Manage team resources, budgets, and strategic priorities for US-focused RWE initiatives.

Minimum Requirements:

Work Experience:

- 10+ years of relevant work experience with a focus on evidence generation, specifically a focus on real-world evidence methodologies / approaches (strongly preferred).
- Proven track record of successful leadership, with demonstrated ability to influence work and align with multiple internal and external stakeholders.
- Strong knowledge of HCP and Payer evidence needs and what is required to support these needs.
- Previous leadership responsibility with demonstrated ability to think and act strategically and proven tactical experience and delivery of results.
- Strategic mindset with the ability to anticipate challenges, identify opportunities, and develop innovative solutions to achieve regulatory objectives.
- Strong leadership skills with the ability to effectively lead and motivate a multidisciplinary team, foster collaboration, and drive results in a fast-paced and dynamic environment.
- Ability to conduct and oversee clinical data analysis, epidemiology, and biostatistical elements of RWE and epidemiology.
- Proficiency in preparing and submitting regulatory documents, study plans and publications.
- Strong interpersonal and communication skills with the ability to effectively engage and collaborate with internal stakeholders, cross-functional teams, and external organizations.
- Excellent leadership, communication, and interpersonal skills, with the ability to influence and collaborate effectively across functions and regions.
- Extensive knowledge of patterns of medical practice, healthcare delivery and the current and evolving landscape within the US and globally

Education:

- Advanced degree required - Master's in Public Health, Health Services Research, Economics, Epidemiology, Pharmacy, Health Policy, or a related discipline. (MD, PhD, PharmD preferred).

Novartis Compensation and Benefit Summary:

The pay range for this position at commencement of employment is expected to be between \$225,400.00 and \$418,600.00 per year; however, while salary ranges are effective from 1/1/24 through 12/31/24, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills and abilities. The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an "at-will position" and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

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>

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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

US

Business Unit

Universal Hierarchy Node

Location

USA

State

Remote, US

Site

Remote Position (USA)

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Alternative Location 1

East Hanover, New Jersey, USA

Functional Area

Market Access

Job Type

Full time

Employment Type

Regular

Shift Work

No

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