

Basel Head of Animal Welfare and Integrity Assurance (AW&IA) - Basel site

Job ID

REQ-10046319

Jun 13, 2025

Switzerland

Summary

Novartis is at the forefront of medical research and bringing innovative and life changing medicines to millions of patients. Animal research is key to many of the great medical advances of today and animals play an integral part in the discovery and development of innovative, safe and life-saving medicines for patients. The Basel Head of Animal Welfare and Integrity Assurance (AW&IA) will lead, manage, and evolve the internal animal care and use program oversight for Biomedical Research Basel.

About the Role

Novartis upholds the highest standards and ethics of Animal Welfare and research, with steadfast commitment to the 3Rs principles (Reduction, refinement, Replacement), as well as introducing further improvements including the '4th R' of Responsibility and our Biomedical Research sites all earning independent, international Gold Standard accreditation from the Association for Assessment and Accreditation of Laboratory Care (AAALAC).

The Head of Animal Welfare and Integrity Assurance will ensure that all work involving research animals at Biomedical Research Basel is in compliance with Swiss laws and the Novartis Animal Welfare policies and standards. The role will include responsibilities such as liaising on behalf of Novartis Biomedical Research with regulatory authorities, accreditation bodies, and external groups and championing animal welfare and the 3Rs, as well as advocate for the critical role of animals in biomedical research.

Your Responsibilities will include but not be restricted to:

- Lead internal oversight of the Biomedical Research Basel animal care and use program, including acting as site's Lead Animal Welfare Officer and key contact for all in vivo users, regulators, and accreditation bodies.
- Direct Biomedical Research Basel AW&IA activities as Site Head to achieve efficient, consistent, compliant, and continuous improvement of animal care and use oversight operations, including:
 - management and support of the license review and animal number reporting process
 - post-approval monitoring program
 - semi-annual inspections and program reviews
 - investigation of reported animal welfare concerns/non-compliances
 - ensure appropriate management of the Animal Welfare Body meetings as chair and all related preparation, facilitation, administration and follow-up actions
 - serve as key contact to in vivo leadership including to the Institutional Official, Basel Pharmacology

Council, and Basel Leadership Team

- support the development of the new animal management system
- Serve as named main point of contact for regulatory and accreditation needs, including both announced and unannounced inspections, communication with the Cantonal and Federal veterinary authorities, for documentation/information (e.g. lead AAALAC program description and site visits), and reporting out to agencies on applicable timelines (e.g. annual reports, ad hoc event reporting)
- Lead and manage direct reports in local AW&IA team, ensuring their development and appropriate time management.
- Act as a key contributor to the Global AW&IA team representing the Basel site to the Ethical Review Council, Global 3Rs Working Group and Global Risk Review teams
- Promote the 3Rs via leadership or delegated leadership of the local 3Rs Working Group including promotion of the 3Rs Awards programs and Innovation in 3Rs Granting program
- Together with colleagues in Public Affairs, promote openness and education about the continued need for and value of animal research through internal and external collaborations and communication, including participation in direct political stakeholder engagement.

Minimum Requirements – what you will bring to the role:

- **Education:** University degree (PhD, Vet med, Med) in biology, veterinary medicine or medicine. Special knowledge in laboratory animal science and alternative methods.
- Authority approved study director role in Switzerland
- Experience in regulatory compliance and working as an Animal Welfare Officer in Switzerland, leading an IACUC or animal welfare body

Experience:

- At least 5 years experiences in animal experimentation and leading and managing personnel in an in-vivo research environment
- Experienced in leading and managing a team of Direct and indirect Reports in a complex matrixed research and operations pharma industry environment
- Knowledge in public relations and Professional experience in communicating about and supporting advocacy efforts for the need for animal research to internal and external audiences highly desirable
- Experience working collaboratively with regulators and accreditation bodies
- Experience in supporting 3Rs (reduce, refine, replace animal studies) programs

Languages:

- English and German fluent, proficiency in e.g. French would be of advantage.

Desirable

- Continuous improvement skills and experience in using evidence to design and test improvements to programs and processes, including advancing AI and automation in licensing and reporting
- Experience in assessing animal care and use programmes requiring larger laboratory animal species, including Non-Human Primates (NHP), Pig, and Dog

Accessibility and accommodation

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please

send an e-mail to inclusion.switzerland@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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>

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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>

Division

Biomedical Research

Business Unit

Pharma Research

Location

Switzerland

Site

Basel (City)

Company / Legal Entity

C028 (FCRS = CH028) Novartis Pharma AG

Functional Area

Research & Development

Job Type

Full time

Employment Type

Regular

Shift Work

No

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