

# Strategy & Engagement Associate Director

Job ID

REQ-10055039

Jul 04, 2025

United Kingdom

## Summary

As a Strategy & Engagement Associate Director you will drive strategic initiatives and deliverables that enhance GCO's strategy, engagement, operations, and organizational integration. You will also provide strategic partnership support to GCO Head and GCO Strategy office to position GCO as unrivalled driving force with the strongest reputation in the field of Clinical Development Operations and drive increasing levels of associate awareness, inspiration and engagement.

## About the Role

### Major accountabilities:

- **Strategy:**

- Provide strategy partnership support to the strategy office, working in close collaboration with the GCO LT.
- Understand the vision, strategic imperatives, business drivers, and changing landscape to support GCO on strategic matters and special projects.
- With the support of the S&O Head and S&E Director, drive understanding across Novartis of the vision, aims and progress of the GCO journey to enhance collaboration with business partners, and gain buy-in from senior leaders.
- Facilitate the cascade of GCO priorities & objectives and summarize GCO achievements for various meetings and engagement activities.

- **Engagement, Change Management and Communication / Project Management**

- Deliver timely and consistent engagement and communication activities ensuring that associates feel informed, engaged and inspired.
- Own GCO engagement and communication drumbeat activities such GCO town halls and GCO webcasts, in collaboration with GCO Head.
- Facilitate associates' adaptation to GCO changes by providing necessary resources and support.
- Support leaders in sharing the GCO sharing the messages in a compelling and consistent way.
- Collaborate with functions or initiatives to deploy impactful change management levers and support mechanisms for leaders, managers and associates through various stages of the change journey
- Own and lead strategic end to end projects/initiatives for the strategy office.
- Provide support to GCO Culture and Diversity and Inclusion activities to further instill Novartis Development, GCO culture and behaviors. Facilitate associates' adaptation to GCO changes by providing necessary resources and support

- **Activities & Interfaces**

- Represent Strategy & Operations team on cross-functional and strategic projects.
- Lead, coordinate and/or review GCO communication activities and engagement plan incl. internal and

external presentations for the strategy office

- Collaborate with P&O and Transformation office to understand the needs and challenges of GCO management and associates and develop solutions that

**Education:** Advanced specialist degree in relevant field, or relevant business experience

**Languages:** Fluent oral and written English

**Experience/Professional requirements:**

- At least 5 years of relevant industry experience, preferably in the healthcare sector. Clinical development experience is advantageous but not mandatory
- Broad understanding of drug development.
- Strong Interpersonal skill.

**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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Division

Development

Business Unit

Universal Hierarchy Node

Location

United Kingdom

Site

London (The Westworks)

Company / Legal Entity

GB16 (FCRS = GB016) Novartis Pharmaceuticals UK Ltd.

Alternative Location 1

Dublin (NOCC), Ireland

Functional Area

Research & Development

Job Type

Full time

Employment Type

Regular

Shift Work

No

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