

VP, M&A Transactions

Job ID
REQ-10072526
апр 03, 2026
CША

Сводка

Location: this role can be based in Cambridge MA, or East Hanover NJ US, or Basel Switzerland. If based in Europe please apply to REQ-10072527.

The Novartis Corporate & Business Development team is seeking a new VP, M&A Transactions. This leader will be fully responsible and accountable for end-to-end execution of deals with a focus on large (>\$2 billion MAL value) scale acquisitions and divestments at Novartis. The VP, M&A Transactions has final accountability for the assessment and execution of acquisition opportunities at Novartis to secure external innovation and drive Novartis future revenue growth through leading cross-functional teams to inform material capital allocation decisions.

About the Role

Key Responsibilities:

- Deal strategy and execution
 - Once an opportunity has been identified and triage is completed by S&E (Search & Evaluation), the VP, M&A Transactions will outline a deal strategy (game plan), including a timeline to signing, governance planning, gating diligence items, bidding strategy, and an engagement plan with the target company.
 - Shape and secure non-binding offer and ultimately binding offer terms in collaboration with M&A Finance, DD (Due Diligence), M&A Legal, M&A Tax, and other relevant line functions within Biomedical Research (BR), Development, TAS, US and International as needed.
 - Build and manage high-performing teams on a deal-by-deal basis, ensuring appropriate level of seniority and cross-functional representation to enable consistently high-quality decision-making at Executive Committee of Novartis (ECN) and Board of Directors (BoD) level.
- Risk and value assessment
 - In collaboration with DD head, launch and govern a VDR (Virtual Data Room) based diligence, ensuring target company is disclosing all relevant information and Novartis internal experts are reviewing all relevant information. While the DD head will lead scientific and technical diligence, the VP / Deputy Head M&A Transactions will lead all aspects of corporate diligence.
 - Coordinate relevant business case inputs and ensure appropriate review from relevant TAL (Therapy Area Leadership) members and ECN members.
 - Incorporate findings from diligence into the risk and value assessment and solicit support from third parties in the diligence process as needed to inform the assessment and recommendation.
- Review and negotiation of definitive documentation
 - Primary counterpart to M&A legal to solicit business input on transaction documents.
 - Soliciting input across functions and ensuring transaction documents secure Novartis interests while balancing risk and reward for the partner.
- Governance orchestration
 - Prepare decision-making framework for ECN DC and BoD, ensuring consistent approach to risk and value assessment of an opportunity.
 - Choreograph compressed / ad-hoc governance calendars to secure approvals in competitive processes and maintain pre-read hygiene.
 - Integrate PSB, R&D LT, and Commercial Review session outputs into ECN DC and BoD materials.
- Approval-to-closing diligence process
 - In collaboration with DD Head. review of all new information shared by the counterparty or as it relates to the target asset(s) profile from approval until signing and again from signing until closing.
 - In collaboration with DD Head Ensure all new information is adequately reviewed by relevant line functions with escalation to C&BD management and relevant ECN members as appropriate.
 - Key partner to integration function post-signing to ensure knowledge transfer and strategic value drivers of the deal are prioritized in the integration planning process.
- Team development
 - Develop strategic, content, and execution capabilities of more junior M&A Transactions leads (responsible for smaller scale deals) through regular coaching and feedback.
 - Model M&A team best practices to enhance overall organizational effectiveness in executing external innovation opportunities.
- Late-stage Landscaping
 - Lead TA landscaping exercises for late-stage opportunities through collaboration with S&E and TA strategy groups.
 - Prepare comprehensive market and deal dynamic assessments on an annual or bi-annual basis to inform strategic decision-making on capital allocation strategy and reflect on Novartis deal-making performance vs peers.
- Third-party relationship management
 - Maintain regular cadence with financial advisors (banks, boutiques, consultancies, and other third-party intermediaries involved in M&A transactions).
 - Gather market intelligence based on advisor relationships and remain up-to-date on evolving market dynamics and competitor activities in the space.
- Leadership:
 - Number of direct reports: 4-5 M&A Transactions associates
 - Project Team: ~20-30 associates in a focused diligence assessment and up-to ~200 associates in a full assessment across up-to 68 different line-functions with 1 to 5 representatives from each line function.
- Matrix Collaboration:
 - Across all corporate and RDC continuum functions (legal, finance, research, development, commercial, strategy, P&O, operations, IT, and ERC).
- Key Stakeholders:
 - TALs, C&BD Head, ECN-1 line function leads and ECN members.
- Financial Responsibility:
 - M&A deals with a focus on MAL value of >\$2 billion.
- Organizational Impact:

- Critical, ensuring short, mid, and long-term inorganic growth through large scale acquisitions.

A VP, M&A Transactions is a strategic catalyst and governance anchor for Novartis, driving portfolio-shaping transactions, ensuring compliance and risk mitigation, orchestrating cross-functional execution, and enabling organizational readiness for integration or separation.

Essential Requirements:

- 10+ years' experience in leading end-to-end M&A deals across a variety of deal types, including acquisitions, divestments, joint ventures, licensing, and partnerships across multiple geographies.
- Thorough understanding of corporate strategy with ability to align deals with enterprise growth objectives and portfolio priorities.
- Strong financial background with a solid understanding of financial modelling, scenario planning and synergy assessment.
- Skilled in identifying and mitigating strategic, financial and operational risks.
- Understanding of legal frameworks for licensing and acquisition deals, and a thorough understanding of antitrust and regulatory processes as it relates to document creation and competition law.
- Ability to lead cross-functional teams with influence and drive large multi-disciplinary teams to achieve common objectives and goal.
- Ability to work under pressure and tight timelines while maintaining a collaborative spirit and high communication skills.
- Education: Business, finance, or life-science education. Master's degree or equivalent preferable.

Novartis Compensation Summary:

The salary for this position is expected to range between \$274,400.00 and \$509,600.00 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>

Benefits and Rewards: Learn about all the ways we'll help you thrive personally and professionally.
[Read our handbook \(PDF 30 MB\)](#)

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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.

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