

Enterprise Director, NHP Strategy & Governance

Job ID
REQ-10075713
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Сводка

As the Enterprise NHP Strategy & Governance Lead you will be accountable for defining, governing, and operationalizing Novartis' enterprise wide strategy for the ethical, scientifically justified, and operationally resilient use of non human primates (NHPs) in preclinical research. You will lead cross functional governance, portfolio forecasting, supply chain resilience, and external positioning to ensure regulatory alignment, scientific rigor, and measurable reduction in NHP use through NAMs and advanced alternatives.

Internal Title: Director
LI#-Hybrid
Location: Cambridge, MA USA

About the Role

Key Responsibilities

1. Enterprise Governance & Integration

- Establish and chair a **cross-functional NHP Governance Council** spanning PCS, PKS, SciOps, Animal Welfare, Procurement, and NBR Disease Areas.
- Define and implement **enterprise-wide decision principles** for NHP use, including prioritization, scientific justification, study placement, and supply allocation.
- Lead a structured governance cadence (e.g., monthly steering, quarterly portfolio alignment) to drive alignment and timely decision-making.
- Develop and maintain a **shared enterprise NHP dashboard** providing visibility into use, demand, supply, and risk.
- Own the global escalation framework for supply constraints, CRO quality issues, study placement conflicts, and portfolio shifts.

2. Operational & Supply Chain Stability

- Partner with internal operations teams to optimize **global capacity** to ensure business continuity and resilience.
- Drive expansion of **volume-based and long-term supplier agreements** to reduce cost and variability.
- Define and standardize **CRO oversight requirements**, including quality thresholds and KPIs.
- Lead alignment of **China NHP strategy**, addressing origin, logistics, feasibility, and regulatory constraints.
- Establish colony utilization models that enable agile and scientifically appropriate study placement.

3. Portfolio Forecasting & Resource Planning

- Build and own a **centralized, multi-year enterprise NHP forecasting model** integrating modality mix (e.g., AAV, siRNA, biologics, BD&L, IND requirements).
- Define reserve pool strategies and thresholds to manage supply volatility and demand surges.
- Align NHP utilization with clinical timelines, portfolio prioritization frameworks, and BD&L strategy.
- Integrate NHP forecasting with budget planning to ensure transparency of cost drivers.
- Develop scenario-planning capabilities for high-demand modalities and supply-disruption risks.

4. External Engagement & Positioning

- Proactively engage **Health Authorities** to help shape guidance on NHP use, NAMs, and virtual controls.
- Position Novartis as an **industry leader in ethical, scientifically driven NHP usage**
- Represent Novartis in external consortiums, working groups, and global scientific and regulatory collaborations.
- Author and maintain a **Novartis-wide NHP position statement** anchoring scientific, ethical, and operational commitments.
- Lead enterprise communication efforts highlighting reductions in NHP use, quality improvements, and advances in NAMs.

Essential Requirements:

- 10 or more years of experience in biomedical research involving nonhuman primates
- Board-certified laboratory animal veterinarian (Dip ACLAM) or PhD
- Deep experience in preclinical research strategy, operations, or translational science.
- Proven leadership in enterprise governance and cross-functional alignment in a complex, matrixed pharmaceutical R&D environment.
- Strong understanding of NHP ethics, regulation, and animal welfare frameworks including application of the 3Rs, and integration of NAMs and advanced alternatives.
- Experience with portfolio forecasting, capacity planning, and scenario modeling.
- Credibility with Health Authorities, external partners, and scientific consortiums.
- Demonstrated ability to drive alignment and behavior change across scientific, operational, and animal welfare stakeholders without direct line authority

The salary for this position is expected to range between \$168,000 and \$312,000 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. To learn more about the culture, rewards and benefits we offer our people click [here](#).

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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