NOVARTIS

Medical Governance, Evidence & Operations Lead

Job ID
REQ-10078697
Июн. 19, 2026
Португалия

Сводка

The Medical Governance, Evidence & Operations Lead leads and oversees country level Medical Governance, Evidence Generation, and Operations activities to ensure the highest standards of quality, compliance, scientific rigor, and operational excellence across all Medical Affairs activities.
This role is responsible for:
— Ensuring end to end medical governance, including adherence to Novartis' good practices, local regulations, global standards, and audit requirements. Manage activities related to PTAs/MAPs and Medical Info.
— Leading evidence generation and local clinical studies operations, RWE programs, integrated evidence planning, and collaboration with regional/International/global Medical Affairs teams.
— Providing strategic medical guidance, ensuring readiness for evolving regulations, improving processes, and contributing to consistent country Medical Affairs performance.
The role ensures that all medical pillars operate as a cohesive unit delivering patient and customer centric, compliant, and efficient outcomes.

About the Role

Job Dimensions

Number of associates:

Leads the integrated Medical Governance, Evidence & Operations pillar within the country medical organization.

Financial responsibility:

Responsible for efficient resource use, overseeing budgets and vendor contracts.

Decision making:

Accountable for governance decisions, audit readiness, evidence planning and execution oversight, process improvements, and medical operations frameworks with the Country Medical Affairs Head.

External/internal stakeholders Interface:

Interfaces with Country Medical Affairs Head, Medical TA Head, EE, IMACE, Regional Field Medical Excellence, Global Medical Governance (GMA), Legal, ERC, PV, Purchasing, and cross-functional teams.

Impact on the organization:

Drives alignment and quality of medical strategy execution, strengthens capability and process harmonization, and ensures compliant and consistent medical excellence delivery.

Major Accountabilities

Medical Governance

- Ensure the highest quality standards and compliance of Novartis good practice guidelines and country regulations.
- Maintain high performance of medical operations, evidence generation, MAPs and Medical Information teams with strong integration in the therapeutic areas.
- Ensure close collaboration with DRA, Legal, Quality and Compliance (ERC) and Pharmacovigilance to maintain ethical standards of medical teams in coordination with the TAs.
- Ensure continuous review of SOPs, Medical Affairs audit findings and identify potential processes and solutions for harmonization and improvement.
- Promote adequate interaction and alignment with regional, international (IMACE) and Global Teams (GMA, SSO), act as point of contact for the relevant

stakeholders at local, regional, international or global level; maintain local operational governance by ensuring and actively championing end to end oversight and continuous process improvement.

Evidence Generation

- Evaluate options and opportunities for gathering RWE data from current portfolio and pipeline according to product strategies.
- Evaluate status of ongoing observational studies, RWE, and other data generation activities.
- Track budget related to Medical Affairs data generation activities and ensure that activities are appropriately reflected in our financial systems.

Operations

- Assess and define staff training / mindset needs.
- Ensure medical excellence by coordinating medical processes.
- Adoption of harmonized ways of working across department.
- Collaborate with RE & IMACE, excellence teams.

Metrics

Input Indicators (what the Medical Governance, Evidence & Operations Lead prepares or brings into their work)

- Completion of all mandatory internal training required for the role.
- Stewardship of medical pillar plan of action.

Process Indicators (how the Medical Governance, Evidence & Operations Lead performs their work):

- Timely review and compliant approval of evidence generation and governance processes, workflows and activities.
- Timely completion, approval and quality oversight of all required people-management processes for direct reports (e.g., objective setting, performance reviews, development plans).

Output Indicators (what the Medical Governance, Evidence & Operations Lead directly delivers)

- Delivery of the evidence-generation deliverables according to timelines.
- Monitoring and deployment of corrective actions toward department compliance with all ERC, quality, regulatory and legal requirements.

Outcome Indicators (effects achieved through the Medical Governance, Evidence & Operations Lead’s outputs)

- RWE and evidence-generation quality, demonstrated by rigor, timely delivery and utilization in decision-making.
- Increased cross-functional alignment in development activities with internal constituents (SSO, CRMA, V&A).
- Reduction in number and severity of process and policy deviations and audit findings across all department activities.

Impact Indicators (contribution to Novartis, the healthcare system, and patients)

- Evidence generated contributes directly to reimbursement success, clinical decision-making and improved patient access.
- Strengthened scientific reputation of Novartis through publications and high-quality scientific engagement.
- Audit readiness and sustained compliance performance across Medical Affairs.

Ideal Background

Education:

- University degree in Science, Pharmacy or Health Sciences (or equivalent).
- Additional pharmaceutical medicine or clinical research qualifications desirable.

Languages:

- Portuguese
- English

Experiences:

- 4-7 years of experience working in medical affairs functions
- Track record in designing, implementing, and harmonizing medical processes
- Proven ability to drive continuous process improvement, SOP updates, and operational standardization
- Experience with Excellence programs, including capability building, tracking of KPIs, and adoption of harmonized ways of working
- Experience in planning, executing, or overseeing observational studies, RWE programs, or local clinical studies, including vendor management

Functional Capabilities:

- Strong understanding of evidence planning, study start up processes, timelines, and budget oversight
- Experience with audit readiness, managing audit findings, and implementing corrective action plans
- Strong analytical skills with the ability to interpret evidence, evaluate process performance, and make data driven decisions

Leadership Capabilities & Mindset:

- Proven ability to lead cross functional teams without direct authority and influence stakeholders across Medical, Regulatory, Legal, PV, EE, and commercial interfaces
- Demonstrated ability to work with regional/international teams and act as point of contact for governance and evidence matters
- Strong communication skills with the ability to simplify complex medical and governance topics.
- Rigorous process stewardship, following internal procedures precisely, maintaining high documentation standards and proactively addressing gaps.

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)

Primary location salary range
€58,400.00 - €108,400.00
Дивизион
International
Business Unit
General Management
Место
Португалия
Сайт
Sintra
Company / Legal Entity
PT05 (FCRS = PT005) PT Pharma
Functional Area
Research & Development
Job Type
Full time
Employment Type
Regular
Shift Work
No

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