NOVARTIS

Clinical Research Associate (CRA) Manager

Job ID
REQ-10082539
июл 28, 2026
США
Available in: English

Сводка

Job Title: Clinical Research Associate (CRA) Manager

#LI-Remote

Location: Continental United States (field-based; candidates should be located near a major airport)

Relocation Support:
This position can be based remotely anywhere in the Continental U.S. (there may be some restrictions based on legal entity). Please note that this role would not provide relocation as a result. The expectation of working hours and travel (domestic primarily) will be defined by the hiring manager. This position will require up to 65% travel.

Exceptional clinical trials depend on exceptional leaders. As the CRAM, you will play a vital role in developing and empowering a high-performing team of Clinical Research Associates who drive the successful execution of clinical studies across the United States. In this field-based leadership role, you will combine coaching, operational oversight, and strategic collaboration to ensure quality, compliance, and delivery excellence across a diverse clinical trial portfolio. Working closely with cross-functional partners, you will help shape monitoring excellence, strengthen site performance, and advance innovative therapies for patients while fostering a culture of continuous learning, accountability, and professional growth.

About the Role

Key Responsibilities

- Lead, coach, and develop a team of Clinical Research Associates across multiple clinical development programs.
- Drive performance against quality, productivity, enrollment, and monitoring delivery objectives.
- Ensure monitoring excellence through targeted coaching, training, and co-monitoring activities.
- Build team capabilities to support successful execution of Phase I through Phase IV clinical trials.
- Promote a culture of compliance, ethics, patient safety, and data integrity across all activities.
- Collaborate with cross-functional partners to support enrollment, data quality, and issue resolution.
- Manage performance, development planning, and retention of a high-performing Clinical Research Associate organization.
- Support audit and inspection readiness, including corrective and preventive action implementation and follow-up.
- Ensure adherence to clinical trial procedures, regulatory requirements, and organizational standards.
- Partner on resource planning strategies to balance workload, capacity, and business priorities.

Essential Requirements

- Minimum 7+ years of experience planning, executing, and monitoring clinical trials across multiple phases of development. A degree in scientific or health discipline preferable; 4-year degree plus relevant, related healthcare experience required).
- Strong understanding of clinical drug development, trial monitoring, and study execution processes. Strong knowledge of Good Clinical Practice, regulatory requirements, and clinical trial compliance standards.
- Proven experience leading, coaching, and developing people and teams in a clinical research environment. Demonstrated ability to manage people, performance, productivity, quality, and delivery objectives.
- Experience building effective partnerships with cross-functional stakeholders and clinical trial sites.
- Excellent project management, prioritization, communication, and problem-solving skills.
- Experience in Risk Based Monitoring and Risk Based Quality Management; Adept in technology, clinical trial systems, and AI.
- Fluent in both written and spoken English; Strong communication skills, both written and oral.
- Demonstrated negotiation and conflict resolution skills within complex clinical research environments; Ability to adapt and build strong partnerships with sites in an evolving clinical trial landscape; Ability to anticipate potential issues and take appropriate actions with or without supervision

The salary for this position is expected to range between $145,600 and $270,400 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)

EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

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.

Дивизион
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Business Unit
Development
Место
США
Состояние
Field, US
Сайт
Field Non-Sales (USA)
Company / Legal Entity
U014 (FCRS = US014) Novartis Pharmaceuticals Corporation
Functional Area
Research & Development
Job Type
Full time
Employment Type
Regular
Shift Work
No

Job ID
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