

Director, Development Integration Lead

Job ID
REQ-10086093
авг 24, 2026
CША

Сводка

WORK ARRANGEMENT: Hybrid or Remote, #LI-Hybrid, #LI-Remote

PRIMARY LOCATION: Cambridge, MA or East Hanover, NJ.

RELOCATION SUPPORT: This role can be based at our sites in Cambridge MA, East Hannover, NJ or remotely under a Distant Working Arrangement in exceptional circumstance. Novartis is unable to offer relocation support: please only apply if accessible.

About the Role

At Novartis, we are reimagining medicine to improve and extend people's lives. As Director, Development Integration Lead, you will be at the forefront of this mission — leading the end-to-end integration of acquired and partnered Development assets that shape our pipeline and accelerate value delivery for patients and business alike. This role demands a rare combination of strategic vision, operational excellence, and the interpersonal authority to align senior executives, cross-functional teams, and external partners around a common integration agenda. You will build and sustain the structures, governance, and relationships that make complex integrations succeed in a global matrix environment.

About the Role

Key Responsibilities

- Lead end-to-end integration strategy, planning, and execution for acquired and partnered Development assets.
- Partner with executives and cross-functional teams to deliver seamless integrations that maximize asset value.
- Drive governance, decision-making, risk management, and escalation processes across complex integration programs.
- Oversee integration portfolios, ensuring milestones, budgets, benefits realization, and operational outcomes are achieved.
- Lead cross-Business Organization initiatives and foster alignment across Development, Research, Quality, and partner organizations.
- Champion continuous improvement by embedding best practices, standardized methodologies, and integration playbooks.
- Build trusted relationships with senior leaders while enabling high-performing global matrix teams to deliver results.

Essential Requirements

- Advanced degree in a relevant field, with significant experience in pharmaceutical development, life sciences, drug development, or a related industry.
- Proven experience leading complex external projects, strategic partnerships, acquisitions, or integration initiatives within a highly matrixed environment.
- Strong executive presence with the ability to influence senior stakeholders, build trusted relationships, and navigate complex organizational structures.
- Demonstrated success leading cross-functional teams and driving alignment across diverse functions, organizations, and business priorities.
- Exceptional program and project management capabilities, including experience applying structured methodologies to deliver complex initiatives.
- Strong analytical, strategic thinking, and problem-solving skills, with the ability to structure ambiguity and drive action-oriented solutions.
- Entrepreneurial mindset with a high degree of ownership, accountability, collaboration, and commitment to delivering business impact.

Desirable Requirements

- Advanced business qualification such as a Master of Business Administration (MBA).
- Experience leading global integration programs across acquisitions, partnerships, or cross-business organization initiatives.

Why Novartis?

Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us.

Rewards:

The salary for this position is expected to range between \$185,500 & \$344,500 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 \(PDF 30 MB\)](#)

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
Development
Business Unit
Development
Место
США
Состояние
Distant Working Arrangement, US
Сайт
Distant Employee - Distant Working Arrangement (DWA) (USA)
Company / Legal Entity
U014 (FCRS = US014) Novartis Pharmaceuticals Corporation
Alternative Location 1
Cambridge (USA), Massachusetts, США
Alternative Location 2
East Hanover, New Jersey, США
Functional Area
Research & Development
Job Type
Full time
Employment Type
Regular
Shift Work
No

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