

Medical Affairs Lead ECC

Job ID
REQ-10086596
сен 02, 2026
Швейцария

Сводка

#LI-Hybrid

Location: Basel, Switzerland

Relocation Support: Yes

Ready to shape the future of Medical Affairs across one of Novartis' regions?

As the Medical Affairs Lead ECC, you will provide strategic and operational leadership across the Europe Central Cluster, driving excellence in medical strategy execution, launch readiness, evidence generation, governance, and healthcare ecosystem engagement. Leading a team of six Country Medical Affairs Heads, you will play a pivotal role in aligning country medical organizations with International Medical priorities while fostering a high-performing, connected, and future-ready Medical Affairs organization. Reporting to the SERCE Cluster Medical Affairs Head, you will influence medical outcomes across multiple countries, accelerate innovation, strengthen medical capabilities, and help ensure patients gain access to transformative therapies. This is a unique opportunity to combine strategic leadership, people development, and medical excellence while contributing to Novartis' mission to reimagine medicine.

About the Role

Key Responsibilities:

- Lead the implementation of International Medical strategy across the ECC cluster, ensuring alignment with global priorities and the One Brand Plan.
- Drive strategic medical planning and execution across countries to deliver consistent medical excellence and patient impact.
- Lead Medical Launch Readiness planning and execution, ensuring organizations are prepared for launches and lifecycle milestones.
- Oversee evidence generation activities and Integrated Evidence Plans, translating insights into actionable recommendations.
- Drive excellence in scientific engagement, field medical performance, and Medical Science Liaison deployment across the cluster.
- Maintain oversight of medical governance, compliance, risk management, audit readiness, and medical standards.
- Partner with Commercial, Value & Access, Regulatory, Development, and International Medical colleagues to advance strategic priorities.
- Lead healthcare ecosystem readiness initiatives and support evidence-based approaches that improve patient outcomes and access.
- Build, coach, and develop a high-performing team of six Country Medical Affairs Heads, fostering collaboration, succession planning, and leadership growth.
- Strengthen organizational capability across the ECC cluster by promoting innovation, knowledge sharing, talent development, and continuous improvement.

Essential Requirements:

- Advanced degree in Medicine, Pharmacy, Life Sciences, or a related discipline.
- Minimum 8 years of Medical Affairs experience within the pharmaceutical industry.
- Prior experience as a Medical Affairs Head or equivalent senior medical leadership role.
- Previous people management experience, including leading, coaching, and developing high-performing teams.
- Experience leading multi-country, cluster, or geographically dispersed organizations.
- Proven experience driving medical strategy execution, launch readiness, and cross-functional medical leadership.
- Strong expertise in evidence generation, medical governance, field medical excellence, and healthcare ecosystem engagement.
- Proficient English language skills, both written and spoken.

Desirable Requirements:

- Medical Doctor (MD) degree.
- Previous experience in Value & Access, Commercial, or other cross-functional strategic roles within the pharmaceutical industry.

Accessibility and accommodation

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to diversity.inclusion_ch@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your

message.

Benefits: Read our handbook to learn about all the ways we'll help you thrive personally and professionally [Novartis Life Handbook](#)

Expected Annual Base Salary Range for role: 150,500.00 - 279,500.00 CHF

The base salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Long-term equity awards granted at group level may also be part of your package. Further details will be provided during the application process.

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

Commitment to Diversity & Inclusion: Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

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

CHF150,500.00 - CHF279,500.00

Дивизион

International

Business Unit

General Management

Место

Швейцария

Сайт

Basel (City)

Company / Legal Entity

C028 (FCRS = CH028) Novartis Pharma AG

Functional Area

Research & Development

Job Type

Full time

Employment Type

Regular

Shift Work

No

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