

Innovation Capability Director - Global Clinical Operations (GCO)

Job ID
REQ-10089505
Окт. 08, 2026
Ирландия

Сводка

#LI-Hybrid

Location: Dublin, Ireland

Novartis operates a Hybrid working policy with an expectation of 12 days per month onsite.

Relocation and visa support is not available for this position. Please only apply if this location is accessible.

Innovation in patient recruitment has never been more critical to bringing medicines to patients faster. As Innovation Capability Director - Global Clinical Operations, you will lead the identification, implementation and scaling of innovative recruitment and patient engagement solutions that improve clinical trial participation around the world. Working across global study teams, technology partners and cross-functional stakeholders, you will transform promising ideas into scalable capabilities that deliver measurable impact for patients, sites and clinical programs. This is a highly visible leadership role for an innovation expert with proven digital patient recruitment experience, a passion for advancing clinical research and the ability to shape strategy while driving execution in a complex global environment. You will bring deep expertise in digital marketing for patient recruitment, including emerging and artificial intelligence-enabled approaches that improve how patients are identified, engaged and connected with clinical trials.

About the Role

Key Responsibilities

- Lead the adoption and scaling of innovative solutions that improve clinical trial recruitment, participation and patient experience.
- Partner with global study teams, technology providers and cross-functional stakeholders to deliver impactful patient recruitment innovations.
- Drive implementation, governance, risk management and continuous improvement of innovation initiatives across global clinical programs.
- Evaluate digital, data-driven and artificial intelligence-enabled approaches to improve patient identification, engagement and recruitment outcomes.
- Develop scalable frameworks, processes and best practices that support sustainable adoption of successful recruitment innovations.
- Identify emerging technologies, industry trends and recruitment approaches that strengthen organizational capability and innovation leadership.
- Serve as a trusted expert, influencing strategy, building capability and representing Novartis across the clinical research ecosystem.

Essential Requirements

- Advanced degree in Life Sciences, Healthcare or a related discipline, or equivalent relevant education and experience.
- At least five years' clinical trial innovation or solution delivery experience, particularly within clinical trial recruitment.
- At least seven years' experience within pharmaceutical clinical drug development and a strong understanding of clinical trial operations.
- Proven digital patient recruitment expertise, including developing and implementing digital marketing strategies to identify and engage potential trial participants.
- Experience applying digital tools and artificial intelligence-enabled methods to patient recruitment, selection or matching in clinical trials.
- Strong knowledge of clinical development processes, regulatory requirements and Good Clinical Practice.
- Demonstrated success translating strategy into cross-functional programs and projects within a complex global matrix environment.
- Strong project management, influencing and problem-solving capabilities, with the autonomy and agility to navigate ambiguity and challenge established approaches.

Benefits & Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

Expected Annual Base Salary Range for role: €90,300.00 - €167,700.00 Annual

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.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our brochure to learn more about our global total rewards offering:

https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf

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 and Inclusion / EEO

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
€90,300.00 - €167,700.00
Дивизион
Development
Business Unit
Development
Место
Ирландия
Сайт
Dublin (NOCC)
Company / Legal Entity
IE02 (FCRS = IE002) Novartis Ireland Ltd
Functional Area
Research & Development
Job Type
Full time
Employment Type
Regular
Shift Work
No

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