NOVARTIS

Trial Vendor Associate Director, Community Lead

Job ID
REQ-10092240
Ноя. 12, 2026
Испания

Сводка

#LI-Hybrid

This position is based in our Barcelona Gran Via offices. Novartis operates a Hybrid working policy with an expectation of 12 days per month onsite.

Relocation support is not available for this position. Novartis is unable to sponsor Visas for this position.

The Community Lead is a credible practitioner and people-focused leader who can influence, build engaged communities, facilitate knowledge-sharing, coach capability, and drive continuous improvement aligned to Novartis organizational priorities. Trial Vendor Associate Director Community Leads are line managers to a specified Disease Unit community of about 15 Trial Vendor Managers (TVMs), supporting hiring, training, culture building, resourcing of studies and performance management tasks or other key initiatives. Community Leads also are involved in escalations of vendor related study needs.

About the Role

Major accountabilities:

- Provide leadership and oversight for the TVM community within the Disease Unit (DU), ensuring consistent, high-quality vendor execution across programs and trials.
- Ensure priority DU programs are appropriately resourced, with timely assignment of TVM and proactive escalation of resourcing risks.
- Build and sustain a capable, connected TVM community through structured knowledge-sharing, Communities of Practice, and adoption of lessons learned.
- Strengthen vendor delivery effectiveness through consistent use of standard tools, governance forums, and VPG support models, and alignment with Vendor Program Strategy Directors and Vendor Program Heads.
- Represent the TVM community in relevant governance and risk forums, ensuring effective two-way communication and feedback.
- Support a high-performing and engaged TVM community, including talent development, regular performance check-ins, and visibility of TVM contributions.

Essential Requirements:

- Significant industry experience with clinical operations and vendor management processes (ideally 5+ years) with well-developed team management and leadership experience.
- Strong expertise and knowledge in GxP and ICH regulations.
- Proven expertise in vendor management, including resourcing, outsourcing, contracting, sourcing clinical services and risk management across DU programs.
- In-depth financial and budget management experience.
- Results-oriented, with a track record of completing projects on time and delivery of vendor milestones on time and to quality
- Ability to collaborate and lead effectively in cross-functional teams within a matrixed environment.
- Strong influencing, negotiation, communication, and problem-solving skills.
- Fluency in English written and verbal

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: 63,600.00 - 118,000.00 EUR 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
€63,600.00 - €118,000.00
Дивизион
Development
Business Unit
Development
Место
Испания
Сайт
Barcelona Gran Vía
Company / Legal Entity
ES06 (FCRS = ES006) Novartis Farmacéutica, S.A.
Functional Area
Research & Development
Job Type
Full time
Employment Type
Regular
Shift Work
No

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