NOVARTIS

Workforce Strategy Head, Regulatory Affairs

Job ID
REQ-10092914
Ноя. 20, 2026
США

Сводка

Location: East Hanover, New Jersey OR Boston, Massachusetts (#LI-Hybrid)

This role is required to be in our East Hanover, NJ or Boston, MA office 3x/week with 10–20% travel required.

This role will serve as the strategic workforce partner to Regulatory Affairs (RA), supporting a global organization of approximately 2,000 employees through a significant transformation agenda. The role will combine external insights, workforce data and predictive analytics, business acumen, and deep transformation expertise to shape the future workforce, capabilities, and talent strategy for RA, with particular focus on AI-enabled changes to workflows, skills, and ways of working.

About the Role

Key Responsibilities

- Partner with the **Global Head of Regulatory Affairs and RA Leadership Team** to shape and influence the workforce and people agenda for a global organization of approximately **2,000 employees**.
- Translate RA's complex business transformation agenda into a clear **workforce strategy and execution roadmap**, ensuring transformation priorities are operationalized effectively.
- Anticipate the impact of **AI, emerging technologies, new platforms, and evolving regulatory models** on workflows, roles, skills, and future workforce requirements.
- Define and build the **future capabilities and talent strategy** required for RA, identifying critical skills, capability gaps, and actions needed to prepare the organization for the future.
- Bring strong **external insights, workforce data, predictive analytics, and market intelligence** to challenge existing thinking and influence strategic business and workforce decisions.
- Lead the people and workforce dimensions of complex transformation, **coaching and constructively challenging senior leaders** while building alignment and bringing the organization through change.
- Establish the workforce strategy role as a **credible and high-impact strategic partner** within RA, demonstrating tangible business value through deep understanding of the function and its operating environment.
- Contribute as a member of the **Development P&O Leadership Team**, jointly shaping and driving the broader Development P&O strategy while ensuring strong connection between functional and enterprise priorities.

Essential Requirements

- Significant experience in HR leading **complex, large-scale business and workforce transformation**, ideally within a global, highly matrixed organization.
- Strong expertise in **workforce strategy, strategic workforce planning, future capabilities, skills, and talent strategy** with the ability to translate business transformation into actionable workforce priorities.
- Strong **external orientation**, with demonstrated ability to bring market trends, emerging practices, technology developments, and external perspectives into senior-level business discussions.
- Highly **data- and insight-driven**, with experience leveraging workforce data, analytics, and ideally predictive insights to identify trends, challenge assumptions, and influence strategic decisions.
- Exceptional **senior stakeholder influencing and coaching skills**, with the credibility and confidence to challenge senior leaders constructively, build alignment, and lead through ambiguity and change.
- Strong **business acumen and impact orientation**, with a leadership style combining strategic thinking, grounded credibility, empathy, and a deep understanding of how organizations and functions operate.

Desirable Requirements

- Experience shaping workforce implications of **AI, automation, digital transformation, or technology-enabled operating model change**, particularly around future skills, capabilities, and ways of working.
- Experience within **pharmaceuticals, life sciences, Regulatory Affairs, R&D/Development, or another highly regulated global environment**

Benefits & Rewards

The salary for this position is expected to range between 236,600.00 - 439,400.00 USD Annual. 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
People & Organization
Business Unit
Human Resources
Место
США
Состояние
New Jersey
Сайт
East Hanover
Company / Legal Entity
U014 (FCRS = US014) Novartis Pharmaceuticals Corporation
Functional Area
Управление персоналом
Job Type
Full time
Employment Type
Regular
Shift Work
No

Job ID
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Workforce Strategy Head, Regulatory Affairs

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