NOVARTIS

Head BR Innovation Accelerator, China

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Сводка

The Head, BR Accelerator will lead the establishment, growth, and integration of Novartis Biomedical Research's research team in China. This role will establish a globally connected, locally enabled research organization designed to strengthen access to China's scientific ecosystem, talents, technical capabilities, and external innovation.
The Head will be accountable for building local scientific leadership, fostering a high-performing research culture, enabling effective collaboration with global BR teams, and representing BR externally with academic, biotech, technology, and research partners. The role will ensure China-based early research activities are aligned with global BR priorities and conducted with appropriate scientific rigor, quality, compliance, and governance standards.

About the Role

Key responsibilities

1. Lead BR early research presence in China

- Lead the establishment, growth and evolution of BR's China-based early research capability and operating model. Establish a locally empowered operating model that enables speed, responsiveness, scientific excellence, and strong connectivity to global BR.
- Build enduring scientific, ecosystem and execution capabilities in China that strengthen BR's access to innovation, acceleration and productivity over time.
- Ensure China-based research activities are aligned with global portfolio priorities, scientific strategy, and governance expectations.
- Establish and continuously evolve an innovation accelerator operating model that preserves local speed, enables rapid learning, and translates ecosystem access into global BR value.
- Partner closely with global BR leaders to define priorities, operating interfaces, and future capability needs.

2. Strengthen scientific ecosystem engagement

- Serve as a senior BR representative in China's scientific and innovation ecosystem.
- Build trusted relationships with leading academic institutions, biotechs, technology platforms, research partners, and relevant external organizations.
- Translate local scientific and ecosystem insights into actionable input for BR strategy, collaborations, and portfolio-relevant opportunities.
- Position Novartis as a credible, attractive, and scientifically ambitious research partner in China.

3. Enable high-quality early research execution

- Oversee China-based early research activities and ensure timely, high-quality delivery in support of global BR priorities.
- Promote effective collaboration across internal teams, external partners, and global BR functions.
- Establish operating practices that preserve local speed and agility while maintaining BR standards for scientific quality, data integrity, IP protection, compliance, and risk management.
- Ensure learnings from China-based research activities inform broader BR decisions and future capability planning.

4. Build culture, talent, and leadership

- Recruit, develop, inspire, and retain outstanding scientific, technical, and operational talent.
- Foster a culture of curiosity, scientific rigor, collaboration, accountability, and disciplined innovation.
- Develop local leadership depth and ensure strong integration of China-based associates into global scientific communities.
- Create an environment that combines local entrepreneurship and speed with global BR values and standards.

5. Drive global integration and governance

- Serve as the senior interface between China-based early research teams and global BR leadership, disease areas, functional areas, and enabling functions.
- Ensure appropriate governance, decision-making, and escalation processes are in place for China-based research activities.
- Partner with Support Functions and other enabling functions as needed.

- Design and maintain the critical interfaces between China and Global BR, ensuring strategic alignment where required while preserving local execution speed and accountability.

Key interfaces

- Global BR leadership and functional leaders
- Disease area and platform leaders across BR
- China-based research teams and enabling functions
- Novartis China leadership, as relevant
- Legal, P&O, Finance, Procurement, Data/Digital, Scientific Operations, Quality, and Compliance
- External academic, biotech, technology, and research partners

Candidate profile

- Ph.D. or MD/PhD in life sciences or a related discipline, with 15-18 years of experience in early discovery in the biotechnology or pharmaceutical industry

- Senior scientific leader with strong credibility in early research and drug discovery across multiple modalities such as chemistry, biologics, siRNAs and ADCs.
- Demonstrated ability to build and lead high-performing scientific organizations in complex, global environments.

- Strong understanding of the China scientific and innovation ecosystem, with ability to build external relationships and identify high-value opportunities.
- Demonstrated ability to operate successfully in highly ambiguous, evolving environments and build organizations, capabilities and partnerships from the ground up.
- Proven ability to operate with speed and pragmatism while maintaining scientific rigor, quality, compliance, and governance. Strong global-local leadership skills; able to connect local execution with global strategy and standards. Experience working across internal teams and external partners to deliver research outcomes. Excellent communication, stakeholder management, and influencing skills. Strong command over English and Mandarin to manage the Chinese ecosystem as well as the Global networks. Track record of developing talent, building culture, and leading through ambiguity.

Novartis Biomedical Research in China:

Novartis' ties with China date back 140 years, with a modern pharmaceutical presence dating to 1987, and the establishment of its biomedical research center in Shanghai in 2006. As part of our global approach to pursue the pharmaceutical innovation wherever it emerges and translate promising discoveries into medicines for patients around the world, Novartis is strengthening its R&D capabilities in China in support of our global R&D efforts, with a focus on scientific opportunities and the needs of patients in China and around the world.

We are recruiting scientists to join our established research center in Shanghai. For scientists joining Novartis Biomedical Research in China, this is an opportunity to engage with a rapidly evolving scientific environment, pursue challenging scientific questions and contribute to research with global relevance. Our ambition is to advance promising discoveries through research and clinical development into innovative medicines with the aim of benefiting patients in China and around the world.

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?

Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally.

Accessibility and Accommodation:

Novartis is 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 recruitment process, or in order to perform the essential functions of a position, please let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up. You can follow us via Novartis Recruitment WeChat Official Account and Novartis Recruitment WeChat Video Account.

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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)

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Business Unit
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Китай
Сайт
Shanghai (Shanghai)
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CN14 (FCRS = CN014) China Novartis Institutes for BioMedical Research Co., Ltd.
Functional Area
Research & Development
Job Type
Full time
Employment Type
Regular
Shift Work
No

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Novartis is 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 recruitment process, or in order to perform the essential functions of a position, please send an e-mail to diversityandincl.china@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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