

Clinical Operations Country Head France

Job ID
REQ-10071791
фев 16, 2026
Франция

Сводка

#LI-Hybrid

This role is based in Rueil Malmaison, France. Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you. The Clinical Operations Country Head owns all country Study & Site Operations for Phase I–IV trials, ensuring timely, high quality execution within budget and productivity targets, in line with the Study & Site Operations archetype, Hub/Country strategy, and regulatory standards. He/She builds a high performing, standardized team and integrates Study & Site Operations within Country CSO and Medical to align on portfolio strategy, prioritization, and performance for GDD (Global Drug Development) trial delivery; may also act as GDD Country Coordinator if applicable.

About the Role

Key Responsibilities:

- **Trial monitoring strategy:** Sets and leads the country Study & Site Operations strategy in alignment with global, hub, and local medical objectives to ensure effective and high-quality trial delivery.
- **Allocation, initiation and conduct of trials:** Oversees country feasibility, trial allocation, site activation, enrolment, timelines, and resources to ensure successful execution of global development trials.
- **Delivery of quality data and compliance:** Ensures compliance with GCP, regulatory, and SOP requirements by overseeing data quality, inspections, audits, and continuous quality improvement.
- **People and resource management:** Leads, develops, and manages Clinical Operations teams and resources to build a high-performing organization aligned with country and hub priorities.
- **Budget and productivity:** Owns country Clinical Operations budget, headcount, and productivity targets, ensuring efficient delivery against agreed performance goals.

Essential Requirements:

- Minimum 10 years' experience in clinical research - planning/executing and/or monitoring clinical trials with minimum 4 years in a people management role
- Expert understanding of all aspects of clinical drug development and international aspects of drug development process and standards (GCP/ICH), international health authorities (FDA/EMA), local/National Health Authorities regulations and Novartis standards.
- Demonstrates strong strategic leadership and matrix management capabilities, with a proven track record of leading high-performing teams and delivering effective site, financial, and operational outcomes through strong negotiation and problem-solving skills.
- Demonstrates strong negotiation and conflict-resolution capabilities, excellent interpersonal and networking skills, and the ability to communicate and present effectively—both orally and in writing—to senior leaders.

Desirable Requirements :

- Bachelor's Degree in life sciences required; Advanced Degree in scientific or business preferred
- Fluent in both written and spoken English and French

Benefits and Rewards :

- Salary range: 117 520€ - 176 280€
- An annual bonus
- A focus on your career development
- Access to our Quality of Life at work program
- Flexible working
- Advanced social coverage for you and your loved ones
- 27 days of paid leave & 14 days of RTT per year
- Various employee recognition programs

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 \(PDF 30 MB\)](#)

Дивизион
Development
Business Unit
Development
Место
Франция
Сайт
Paris Headquarter (PHARMA)
Company / Legal Entity
FR12 (FCRS = FR012) Novartis Pharma S.A.S.

Functional Area
Research & Development
Job Type
Full time
Employment Type
Regular
Shift Work
No

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