

Associate Director, Innovation Capability for Clinical Trial Diversity

Job ID
394329BR
Jun 21, 2024
USA

Summary

Onsite Location: East Hanover, New Jersey Hybrid #LI-Hybrid About the role: GCO is Novartis' powerhouse of Global Clinical Operations, redesigned to have faster trial recruitment and enhanced trial delivery resulting in more timely access for patients to potential novel treatments. As the Associate Director, Innovation Capability for Clinical Trial Diversity, you will drive the delivery of innovative solutions for clinical trials in the key focus area of diversity and inclusion. In this role, you partner with the Portfolio Innovation Directors and ensure solutions are in line with the Operational Execution Plan and expectations of GCO sub-team, support CTTs in the successful implementation and deployment of innovative solutions and translate learnings into capability development. You will be a key member of the Innovation Capability Team and works closely to develop innovative solutions aligned to Program Strategy & Planning's (PSP) vision while supporting Portfolio Innovation Directors in maintaining an inventory of innovation solutions and be part of a community of practice for sharing implementation and execution success factors. Every day, we are the link between science and medicine - imagine the impact you could bring!+

About the Role

Your Key Responsibilities:

- Develop, implement, and deploy innovative solutions outlined in the Operational Execution Plan (OEP) in close collaboration with the Clinical Trial Team (CTT) while maintaining oversight post-deployment with the Portfolio Innovation Director.
- Lead cross-functional team and vendors to deliver innovative clinical trial solutions in line with time, cost, and quality expectations.
- Conduct and/or coordinate vendor kick off meetings, design reviews, user acceptance testing and lessons learned as well as review content of vendor results (e.g., User Requirements Specifications) for innovative solution vendors in partnership with vendor management.
- Develop and review content in key trial related documentation (e.g., protocol, ICF, site, and patient training materials) for innovative solution in collaboration with Portfolio Innovation Director, CTT and vendors.
- Proactively identifies and addresses potential roadblocks, risks and/or issues and applies a continuous learning approach to drive improvements in innovative solutions based on input from early adopters and/or gap analysis.
- Responsible to ensure consultation of cross-functional authorities and experts (e.g., Regulatory, Quality, Legal, Data Privacy) in the trial specific delivery of the innovative solution.
- Develops and leads new processes where no process or precedent exists in collaboration with the

Innovation Capability Head, while maintaining compliance with current regulations (both internal and external).

- Supports identification of emerging technologies and external trends for their focus area to ensure GCO continues to leverage best in class innovative solutions.
- Expected travel: approximately 5-10% domestic.

Video

- <https://www.youtube.com/watch?v=ggbnzRY9z8w>

Role Requirements:

Essential Requirements:

- Bachelor's degree in sciences/ healthcare/ technology and 5+ years of clinical trial innovation and/or solution delivery experience in innovation focused area (clinical trial diversity & inclusion).
- Advanced knowledge of clinical development process, regulatory requirements, and Good Clinical Practice (GCP).
- Successful track record of problem-solving and navigating uncharted territory without clear precedent.
- Demonstrated ability to collaborate across partner functions in a matrix environment, without direct reports, but able to coordinate the activities of others.
- Experience in planning and executing cross functional GXP relevant innovation projects for clinical trials looking beyond own functional area.
- Good project management capabilities with demonstrated ability to problem solve and mediate complex issues.
- Embraces a culture of diversity, inclusion, quality, innovation while driving forward with integrity at all times.
- Strong tolerance for ambiguity, willingness to adapt, speak-up and challenge.

Desirable Requirements:

- Advanced degree.
- Management experience in a matrixed environment.

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: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

Commitment to Diversity & Inclusion: The Novartis Group of Companies are Equal Opportunity Employers and take pride in maintaining a diverse environment. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, gender, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status. We are committed to building diverse teams, representative of the patients and communities we serve, and we strive to create an inclusive workplace that cultivates bold innovation through collaboration

and empowers our people to unleash their full potential.

Novartis Compensation and Benefit Summary: The pay range for this position at commencement of employment is expected to be between \$158,400-\$237,600/year; *however, while salary ranges are effective from 1/1/24 through 12/31/24, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills, and abilities.* The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an “at-will position” and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

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<https://talentnetwork.novartis.com/network>

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EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers and take pride in maintaining a diverse environment. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, gender, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status. We are committed to building diverse teams, representative of the patients and communities we serve, and we strive to create an inclusive workplace that cultivates bold innovation through collaboration and empowers our people to unleash their full potential.

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.

Division

Development

Business Unit

Innovative Medicines

Location

USA

Site

East Hanover

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area

Research & Development

Job Type

Full time

Employment Type

Regular

Shift Work

No

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