

# Associate Director, Clinical Development - Diversity, Equity & Inclusion (CoE)

Job ID  
REQ-10016410  
Nov 05, 2024  
USA

## Summary

The Associate Director CD DEI CoE will support the Head, CD DEI CoE in defining and implementing the Novartis strategy to ensure diverse patient representation across global clinical trials in line with regulatory requirements and to ensure our trial populations reflect the patient populations we serve. The candidate will help support the creation of an effective framework for diversity in our clinical programs across Development and in collaboration with BR. The role also will champion the Novartis DEI commitment in clinical trials internally and externally, including representing Novartis on external forums and events on trial DEI

## About the Role

### Job Purpose

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### Major Activities

- Support the establishment of an effective framework for planning DEI in our clinical programs and trials, leveraging existing team structures (GPTs, GCTs, CTTs).
- Build trust with society by embedding DEI within our CD trial strategy and increase participation of under-represented populations in Novartis clinical trials.
- Support holistic training for internal associates as well as sites that tackle bias and systemic issues which are barriers to diversity in clinical trials..
- Support the visibility of Clinical Trial Diversity activities across Novartis, and ensure buy-in from DEVELOPMENT leaders to drive equity in representation
- Lead project management efforts to help the team on track with the various activities and ensuring alignment with the strategic goals and timelines.

### Job Requirements:

- Advance degree in scientific or health care discipline (Ph.D, PharmD, Masters in Public Health) Preferred
- 3 or mor years of pharmaceutical drug development experience recommended
- Experienced in leading projects/ teams

**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>

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### **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](mailto: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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