Executive Director, Monitoring Excellence Head

Job ID
REQ-10045556

4月 08, 2025

USA

摘要

Onsite
#LI-Onsite
East Hanover, New Jersey

About the role:
We have an exciting opportunity as an Executive Director, Monitoring Excellence Head. In this role, you will be leading the strategic vision, drive end-to-end functional excellence in clinical trial monitoring, foster collaboration within the organization across global, hubs and country teams with the business across programs and trials for clinical trial teams-roles interacting with monitoring roles (CRAs, Central Monitors, CPMs).

About the Role

Your Key Responsibilities:

- Establish and implement a Monitoring Excellence function at Novartis, which includes two organizational pillars: central monitoring and field monitoring excellence and ensure the alignment between two pillars.
- Establish and actively monitor central monitoring objectives in line with Global Clinical Operations. priorities, key metrics/KPIs and industry benchmarks. Oversees and reports on monitoring performance, challenges, and opportunities for improvement for senior leadership.
- In the long-term, ensure central monitoring function evolves and adjusts to a remain a value-added function and to ensure compliance with latest regulations.
- Coordinate cross-functional interactions between monitoring teams and key stakeholders within Development in areas such as Clinical Data Operations (especially with Data Analyst team to support Central Monitoring ' s technologies), process and compliance, quality assurance, and regulatory affairs.
- Serve as the central point of contact for monitoring-related queries for HA sponsor ' s inspections and group audits, coordinating preparation activities, providing expert insights, facilitating responses and follow-up actions.
- Set-up a functional center of excellence in field monitoring in line with best-in-industry practices. Ensure that monitoring organization structure and capabilities are aligned to effectively address current needs (internals/externals).
- In partnership with Site and Study Operations Hubs and Country Leadership, establish and implement global strategies to increase and sustain high performance and quality in monitoring activities. Develop and implement frameworks for monitoring performance metrics, provide strategic leadership to field monitoring teams, establishing monitoring best practice and standards, ensuring consistency across Hubs and countries.
- Establish solid collaboration with Clinical Data Operations and Clinical Development functions to consider interdependencies with other key activities relating to Data Quality and RBQM and synergized actions to drive robust operational performance within Development.
- Guide the organization through the transition to a Central Monitoring model, driving cultural and operational change to achieve buy-in and sustained success.
- Oversee the deployment of technology for Central Monitoring, in collaboration with Clinical Data Operations.

Video Link https://www.youtube.com/watch?v=ggbnzRY9z8w

The ideal location for this role is the East Hanover site but remote work may be possible (there may be some restrictions based on legal entity). Please note that this role would not provide relocation as a result. If associate is remote, all home office expenses and any travel/lodging to East Hanover for periodic live meetings will be at the employee ' s expense. The expectation of working hours and travel (domestic and/or international) will be defined by the hiring manager. This position will require 10% travel.

Role Requirements:
Essential Requirements:

- Bachelor of Science degree in life science, business or operations with 10+ years of recent pharmaceutical industry experience, with previous experience in clinical research, in a Pharmaceutical Industry or CROs. Strong clinical and budgeting/finance experience with excellent understanding of clinical trial development and risk management processes and the

management of clinical trials. Specific central monitoring / monitoring experience preferred.
- 8 years of recent experience in people management and/or team leadership. Strong leadership and people management skills in global setting and proven ability to develop high performing teams and diverse profiles including manager of manager experience.
- Thorough understanding of the international aspects of drug development process, including expert knowledge of international standards (GCP/ICH), health authorities (FDA/EMEA), local/National Health Authorities regulations and Novartis standards.
- Strong capability in working in a Global/Country matrixed environment. Organizational awareness, including significant experience working cross-functionally.
- Proven track record in study operations process set-up and/or improvement(s).
- Exceptional technical, analytical and quantitative problem-solving skills.
- Strong strategic thinking and ability to articulate the bigger picture to foster confidence and trust.
- Experience in building-up a new organization: building a new capability (or transformation significantly an existing capability) with demonstrated adaptability and by embracing change and new approaches.
- Proven experience in prioritizing transformation, leveraging AI and analytics, and focusing on transformative investments.

Desired Requirements:

- Advance degree preferred

Novartis Compensation and Benefit Summary:

The pay range for this position at commencement of employment is expected to be between: $204,400 and $379,600/year; however, while salary ranges are effective from 1/1/25 through 12/31/25, 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.

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

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

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

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.

部门
Development

Business Unit
Innovative Medicines

地点
USA

状态
New Jersey

站点
East Hanover

Company / Legal Entity
U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Alternative Location 1
Distant Employee - Distant Working Arrangement (DWA) (USA), Distant Working Arrangement, US, USA

Functional Area
Research & Development

Job Type
Full time

Employment Type
Regular

Shift Work
No

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