

# 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

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<https://www.novartis.com/about/strategy/people-and-culture>

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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

Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the patients and communities we serve.

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