

Director, Strategic Projects Lead

Job ID
REQ-10086873
сен 14, 2026
Испания

Сводка

#LI-Hybrid

Location: Barcelona, Spain

This role is based out of our Gran Via, Barcelona offices. We operate a Hybrid working policy with an expectation of 12 days per month onsite.

The Director, Strategic Projects Lead is a cross-disciplinary thinker with an entrepreneurial mindset, and an uncompromising drive to transform drug development and improve patient lives. Defined by highly proficient program management expertise, this role is a proven project leader who can drive high-performing cross-functional teams (Development Units and Functions), and engage with Senior Leadership, challenge the status quo through novel thinking and deliver measurable organizational impact.

About the Role

This role is accountable for delivering Strategic Imperatives for the Development Unit by taking ownership for the creation, planning and independent operationalization of specific strategic projects in landscape mode. The role is expected to enhance the executional certainty of assigned initiatives by deploying best-in-class project management practices, successfully leading multi-disciplinary teams (influencing through the matrix) and integrating insights from internal and external specialists.

Major accountabilities:

- Identify, propose, and deliver strategic and operational imperatives for Development as x-functional strategic projects using data as the performance baseline.
- Accountable for the faultless, independent delivery of large-scale strategic projects that employ project management best practices to enhance certainty of success (i.e., project plans – scope, time, cost/resources, communication plans, impact measures/ metrics).
- Structure ambiguous problems and take action to solve them, with clear linkage to Development objectives, strategy and priorities.
- Synthesize clear takeaways from complex information into outcomes and recommendations using both qualitative and quantitative methods (i.e., external benchmarks, internal metrics, process performance analyses etc.).
- Lead cross-functional teams, influencing without authority, to develop the best solution and move stakeholders and the organization to act
- Establish trust-based relationships with leaders and stakeholders to better serve their organizations.
- Deploy excellent verbal and written communication skills to transmit information effectively to all audiences, including senior leaders, in a structured manner.
- Drive project teams and organizations to comprehensively improve operating model design, process simplification, data & technology enablement, and financial success, whilst ensuring quality standards and regulatory compliance.
- Role model exceptional company values and behaviours, embracing high-challenge conversations, to drive change (ethics, change agent, collaboration, humility).
- Maintain awareness of process improvement methodologies and best practices (e.g., IQP, lean six sigma, Scrum, Agile, etc.)

Minimum Requirements

- Ideally 3rd level degree educated in a relevant discipline in Life Sciences or Life Science Engineering. Further qualifications such as MBA would be an advantage.
- Minimum experience of 10-12 years in Research & Development strategic consulting and/or Line Function in Development
- Corporate/development experience in complex project management
- Must have experience in Drug Discovery and Drug Development In-depth experience of the drug discovery lifecycle and R&D functions
- Proven track-record managing complex, cross-functional Projects with senior stakeholder engagement

Benefits & Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

Expected Annual Base Salary Range for role:

- 74,200.00 - 137,800.00 EUR Annual

The base salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Long-term equity awards granted at

group level may also be part of your package. Further details will be provided during the application process.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our brochure to learn more about our global total rewards offering:

https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

Commitment to Diversity and Inclusion / EEO

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

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 \(PDF 30 MB\)](#)

Primary location salary range
€74,200.00 - €137,800.00
Дивизион
Development
Business Unit
Development
Место
Испания
Сайт
Barcelona Gran Via
Company / Legal Entity
ES06 (FCRS = ES006) Novartis Farmacéutica, S.A.
Functional Area
Research & Development
Job Type
Full time
Employment Type
Regular
Shift Work
No

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