

# 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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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

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