

# Global Program Associate Director

Job ID  
REQ-10002637  
Apr 23, 2024  
USA

## Summary

Onsite  
Location: East Hanover, New Jersey  
Hybrid  
#LI-Hybrid

### About the role:

When we put our heads together, we can do brilliant work. And when we do brilliant work, we can achieve remarkable things for patients as we positively transform healthcare.

If you are passionate about Drug Development and Project Management, then come join the GPM team as a Global Program Associate Director (GPAD)!

In Global Program Management (GPM) we drive the planning and execution of drug development programs and provide the transparent and unbiased program information the enterprise needs to make the right portfolio decisions. Our GPM associates located across the globe in our GPM hubs (East Hanover, Basel, Dublin, and Hyderabad) enable the cross-functional Global Program Teams (GPTs) to deliver the pipeline with optimal strategies, realistic plans, and seamless execution.

The Global Program Associate Director (GPAD) will provide project management expertise and operational support for global drug development programs. You will also be a member of the Global Program Team (GPT), where you will maintain accurate plans, documentation, and resource forecasts, and help to ensure efficient day-to-day operation of the GPT, resolve program issues, and facilitate alignment across sub-teams and line functions. Additionally, you will contribute to cross-functional strategy and project plan scenario generation, proactively identify, track and manage project risks, ensure GPT effectiveness, and support creation of executive communication about your project(s).

## About the Role

### Your Key Responsibilities:

- Contribute to the development of the program/project strategy and Target Product Profile (TPP) and partner with the Global Program Executive Director (GPED)/Global Program Director (GPD) (as applicable) and GPT members to translate the strategy into a realistic Integrated Development Plan (IDP)
- Coordinate preparation and compilation of strategic documents and preparations for project tollgates in collaboration with the GPT and GPED/GPD (as applicable)
- Proactively identify project risks and issues and contribute to development of mitigation strategies

- Support communication of program/project status, changes and risks horizontally and vertically in a proactive, transparent and timely manner
- Support preparation of comprehensive program/project recommendations and presentations for governance boards
- Manage GPT meeting logistics and prepares high quality GPT agendas and draft minutes in a timely manner. Record action items / decisions and liaises with GPT members on follow-up activities and deliverables.
- Support timely executive communication of project status as required by the organization (e.g., One Pager, Executive Gantt chart, monthly Innovation Management Board (IMB)/Development Leadership Team (DevLT) updates, GPT minutes)
- Lead generation and maintenance of a complete and accurate project plan and forecast in the enterprise planning system (e.g., Horizon). This includes liaising with partner functions to ensure a realistic plan that reflects the strategy.
- Partner with Global Program Head (GPH) and GPED or GPD (as applicable) to enable a high performing team culture based on the Novartis values and behaviors, the expertise and contributions of the GPT members, shared responsibility, and the coordination of work towards a common goal
- Demonstrate behavioral core competencies of proactivity, resilience, personal integrity, commitment to excellence, critical/analytical thinking, courage and creativity, agility and influence.

## Role Requirements

### Essential Requirements:

- Masters or Doctorate in life sciences (or MBA with bachelor's degree, or equivalent experience in life science) and 5+ years pharma industry experience
- 5+ years or equivalent multi-/cross functional team experience
- Intermediate knowledge in drug development process
- Strong project / program management skills

### Desirable Requirements:

- Previous track record of success in working with large scale and complex international and multidisciplinary drug development teams
- Expert planning and tracking skills, ability to use proper tools in program management
- Well organized, focused on results, capable of managing multiple projects, excellent time management skills with respect to priorities and self-management
- Strong interpersonal and communication skills (written and verbal) for bridging across diverse, cross functional, multi-national, geographically dispersed 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?

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and take pride in maintaining a diverse environment. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, gender, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status. We are committed to building diverse teams, representative of the patients and communities we serve, and we strive to create an inclusive workplace that cultivates bold innovation through collaboration and empowers our people to unleash their full potential.

**Novartis Compensation and Benefit Summary:** The pay range for this position at commencement of employment is expected to be between \$151,200-226,800/ year; *however, while salary ranges are effective from 1/1/24 through 12/31/24, 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.

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Division

Development

Business Unit

Innovative Medicines

Standort

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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Learn about our business, strategy and performance in 2023, and how we create sustainable value for stakeholders and society.Learn about our business, strategy and performance in 2023, and how we create sustainable value for stakeholders and society.Learn about our business, strategy and performance in 2023, and how we create sustainable value for stakeholders and society.Learn about our business, strategy and performance in 2023, and how we create sustainable value for stakeholders and society.

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Major Accountabilities ~ Steigern Sie Ihr wettbewerbsfähiges Umsatzwachstum ~ Identifizierung und Priorisierung von Kunden mit hohem Potenzial durch Datenanalyse (HCPs und Stakeholder), die Verschreibungsentscheidungen beeinflussen ~ Steigern Sie die Vertriebsleistung durch die geschickte Orchestrierung positiver Kundenerlebnisse ~ Engagieren und Beziehungen aufbauen ~ Führen Sie wertorientierte Gespräche (persönlich und virtuell), um kritische Kundenherausforderungen, Entscheidungstreiber, Schwachstellen und Chancen zu verstehen ~ Personalisieren und orchestrieren Sie Customer Engagement Journeys für HCPs,

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## Global Program Associate Director

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