

# Associate Director, Clinical Development - Diversity, Equity & Inclusion (CoE)

Job ID  
REQ-10016410  
Jul 23, 2024  
USA

## Summary

The Associate Director CD DEI CoE will support the Head, CD DEI CoE in defining and implementing the Novartis strategy to ensure diverse patient representation across global clinical trials in line with regulatory requirements and to ensure our trial populations reflect the patient populations we serve. The candidate will help support the creation of an effective framework for diversity in our clinical programs across Development and in collaboration with BR. The role also will champion the Novartis DEI commitment in clinical trials internally and externally, including representing Novartis on external forums and events on trial DEI

## About the Role

### Job Purpose

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### Major Activities

- Support the establishment of an effective framework for planning DEI in our clinical programs and trials, leveraging existing team structures (GPTs, GCTs, CTTs).
- Build trust with society by embedding DEI within our CD trial strategy and increase participation of under-represented populations in Novartis clinical trials.
- Support holistic training for internal associates as well as sites that tackle bias and systemic issues which are barriers to diversity in clinical trials..
- Support the visibility of Clinical Trial Diversity activities across Novartis, and ensure buy-in from DEVELOPMENT leaders to drive equity in representation
- Lead project management efforts to help the team on track with the various activities and ensuring alignment with the strategic goals and timelines.

### Job Requirements:

- Advance degree in scientific or health care discipline (Ph.D, PharmD, Masters in Public Health) Preferred
- 3 or more years of pharmaceutical drug development experience recommended
- Experienced in leading projects/ 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?  
<https://www.novartis.com/about/strategy/people-and-culture>

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Division

Development

Business Unit

Innovative Medicines

Location

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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## **EEO Statement :**

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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