

Clinical Program Head

Job ID

REQ-10079052

May 26, 2026

LOC_CN

About the Role

Major accountabilities:

- Support Development Unit (DU) Head in managing projects in the defined area, usually priority projects or challenging areas that require strategic oversight. Provide timely updates and escalation to DU head and help DU head make informed decisions. Present/defend project assessments and recommendations to China Unit Leadership Team, China Development Board and Global Project Teams (GPT);
- Provide leadership to CPT to generate and be accountable for high quality integrated China development plan. Provide optimal recommendation on China development strategy to GPT by leading alignment among local functions on product strategy and milestone delivery;
- Serve as the primary contact on assigned programs to global & local key stakeholders. Maintain a close collaboration with GPT to ensure transparency and alignment on China development plan; Develop the local development strategy with scientific and business rationale in line with local regulatory requirement; Ensure China development strategy integrated into the Global Integrated Development Plan (IDP);
- Anticipate internal and external changes which may risk the program strategy and delivery. Make sound judgement and rapid revisions to the program/portfolio strategy after aligning with internal decision makers at local and global level;
- Lead China programs to achieve key deliverables including CTA, NDA approvals and operational milestones. Oversee the project progress to ensure the competitiveness of the assigned project in local market; Form and build a high performing team by setting up clear goals and motivating and engaging entire team members. Ensure the internal or external expert resources in place to support project success. Coach CPT members and ensure that CPT members have the skills and capabilities to enable operational delivery of project/program; Proactively participate or identify or lead new initiatives to strengthen China GDD to achieve its vision in China;
- Support Clinical QA planning, implementation and follow-up on regulatory agency's inspections and internal audits; Proactively shape the external environment to defend and improve Novartis position relevant to the project by developing strong evidence and trust-based relationship with key stakeholders.

Minimum Requirements:

Work Experience:

- MS/MD or Doctoral degree equivalent in Life science; 8-10 years related working experience.
- Excellent verbal and written communication skill in Chinese and English.
- Experience in strategic planning and achievement in leading a team to reach regulatory approval is preferred; Strong leadership or rich experience of leading multidisciplinary teams in the biopharmaceutical industry.
- Strategic thinking by actively seeking information and understanding the impact of the external environment and internal business priority at program level.
- Demonstrated understanding of commercial and market access issues and collaborates closely with these groups to reach clarity and alignment; Undertakes continuous self and team development to sustain team success of delivery on strategic vision.
- Ability to motivate people with collaborative and courageous spirit; Proven ability to work independently in a cross functional team setting.
- Strong learning agility; interpersonal skills; Strong negotiation and conflict resolution skills.

Role Requirements

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 \(PDF 30 MB\)](#)

Division

DIV_GD

Business Unit

Development

Location

LOC_CN

Site

Beijing (Beijing)

Company / Legal Entity

CN14 (FCRS = CN014) China Novartis Institutes for BioMedical Research Co., Ltd.

Functional Area

FCT_RD

Job Type

Full time

Employment Type

Regular

Shift Work

No

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5. <https://www.moseeker.com>