NOVARTIS

Evidence Generation Manager

Job ID
REQ-10078698
May 27, 2026
LOC_PT

About the Role

Job Dimensions

Number of associates:

Single contributor role.

Financial responsibility:

Oversees study budgets and vendor contracts associated with local RWE activities. Contributes to efficient resource use within Medical Affairs evidence generation.

Decision making:

Makes scientific and methodological decisions related to local RWE plans, prioritization of evidence-generation activities, selection of data and analytics solutions, and study design within established governance.

External/internal stakeholders Interface:

- Internal: Medical Affairs (TAs), Value & Access, HEOR, Regulatory, Clinical Research, Medical Evidence & Governance, Execution Excellence, Commercial TA, Global/International/Regional RWE, ERC.
- External: Academic institutions, external research organizations, data partners, vendors, scientific societies, HCPs/MEs.

Impact on the organization:

Strengthens evidence-based decision-making, supports access and reimbursement success, enhances value demonstration of Novartis brands, and accelerates lifecycle excellence through the systematic generation and integration of real-world evidence.

Major Accountabilities

RWE Strategy & Planning

- Assess evidence gaps and develop local RWE generation plans for marketed brands and pipeline assets.
- Analyze the local RWE landscape with cross-functional teams and Regional/Global RWE partners, anticipating data needs and access challenges within a 1- to 3-year horizon.
- Align RWE plans with Early Value Access, New Products, and clinical trial prioritization strategies.
- Provide input to Global and Regional teams on data-generation needs for pipeline assets.

Evidence Generation & Execution

- Recommend appropriate data and analytics solutions based on scientific and methodological requirements.
- Lead the tactical execution of the RWE plan, ensuring timely and high-quality delivery of evidence-generation activities.
- Collaborate with external stakeholders (academic institutions, data providers, CROs) to execute RWE projects in alignment with internal governance.
- Ensure strong project management, operational discipline, and adherence to internal processes in all RWE initiatives.

Scientific Communication & Publications

- Conduct routine literature reviews to monitor the competitive landscape and the evolving evidence base.
- Lead and coordinate publication activities for RWE outputs, ensuring high scientific standards and effective dissemination.
- Translate complex methodological and statistical content into clear, actionable insights for internal and external stakeholders.

Cross-functional Partnerships & Access Support

- Partner with Value & Access, HEOR, and Medical TAs to develop evidence supporting reimbursement dossiers, formulary listings, and value updates.
- Network across the organization to identify collaboration opportunities and share best practices in RWE methodology and execution.
- Lead capability-building for RWE understanding and execution at local level, in collaboration with Medical Evidence & Governance and Execution Excellence.

Compliance & Governance

- Uphold Novartis ethical standards, ensuring all RWE activities comply with national legislation, data-privacy requirements, internal policies, and functional excellence standards.
- Maintain accurate documentation and reporting of RWE activities, supporting audit readiness and continuous process improvement.

Metrics

Input Indicators (what the RWE Lead prepares or brings into their work)

- Completion of all mandatory internal trainings required for the role.

Process Indicators (how the RWE Lead performs their work):

- Timely and compliant execution of RWE activities according to internal governance, data-privacy, and methodological standards.

Output Indicators (what the RWE Lead directly delivers)

- Delivery of planned RWE evidence-generation activities (e.g., analyses, studies, datasets, publications) according to the annual RWE plan.

Outcome Indicators (effects achieved through the RWE Lead’s outputs)

- Demonstrated integration of RWE insights into reimbursement dossiers, access strategies, or cross-functional decision-making processes.

Impact Indicators (contribution to Novartis, the healthcare system, and patients)

- Contribution of RWE outputs to sustained or improved patient access, reimbursement success, and contract renegotiation outcomes;
- Reinforced scientific reputation of Novartis through high-quality publications and stakeholder engagement.

Ideal Background

Education:

- University degree in Science, Epidemiology, Biostatistics, Pharmacy, or related discipline with a solid technical background.
- Advanced degree (MSc, PhD) in Epidemiology, Biostatistics, Public Health, or related field desirable.

Languages:

- Portuguese
- English

Experiences:

- At least 3 years of experience in RWE, epidemiology, health outcomes, or related scientific roles in academia or industry.
- Deep understanding of RWE methodologies, including observational research, epidemiologic study design, statistical techniques, and outcomes assessment.
- Knowledge of operational and scientific aspects of clinical development, including post-marketing and RWE activities.
- Experience supporting reimbursement, access, or value demonstration processes is a plus.
- Experience interacting with regional/global RWE or HEOR functions is desirable.

Functional Capabilities:

- Strong analytical skills and ability to interpret and communicate complex data.
- Expertise in clinical investigation methodology, epidemiology, and biostatistics.
- Solid understanding of drug development and market access processes.
- Ability to design and oversee local evidence generation (RWE, observational studies, registry programs).
- Strong project management capability and ability to work cross-functionally.
- Business mindset and Healthcare Systems thinking, anticipating data needs and access challenges.
- Solid understanding of compliance, data-privacy, regulatory requirements, and governance processes.

Interpersonal Capabilities & Mindset:

- Scientific curiosity and growth mindset.
- Ability to influence without authority and engage stakeholders across functions.
- Acts with credibility and clarity of purpose to build and maintain effective and collaborative relationships.
- Collaborative, cross-functional orientation.
- Clear, impactful communication; ability to simplify complex scientific and methodological concepts.
- Adaptable, resilient, and comfortable navigating ambiguity.
- High integrity, ethical judgment, and a patient-centric mindset guiding all interactions.
- Rigorous process stewardship, following internal procedures precisely, maintaining high documentation standards and proactively addressing gaps.

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)

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DIV_IM
Business Unit
General Management
Location
LOC_PT
Site
Sintra

Company / Legal Entity
PT05 (FCRS = PT005) PT Pharma
Functional Area
FCT_RD
Job Type
Full time
Employment Type
Regular
Shift Work
No
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Evidence Generation Manager

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