

Senior Manager, Animal Welfare & Integrity Assurance

Job ID

REQ-10079993

Jun 08, 2026

LOC_CN

About the Role

Key Responsibilities:

1. Regulatory Expertise & External Environment

- Act as the recognized expert on animal research regulations, enforcement trends, and operating environment in China.
- Translate regulatory and industry developments into actionable guidance for internal stakeholders.
- Advise teams on regulatory feasibility, risk, and mitigation strategies for outsourced studies.

2. Outsourced Study Oversight & CRO Management

- Lead veterinary and animal welfare audit programs for contract research organizations (CROs) and external partners in China, including audit planning, execution, findings closure, and continuous improvement.
- Assess third-party capabilities (e.g., veterinary care, facilities, governance, training) against Novartis and international standards.
- Provide recommendations on site approval, risk mitigation, or alternative approaches.
- Oversee corrective and preventive actions (CAPAs) and in-life monitoring to ensure compliance and animal welfare standards are met.

3. Animal Welfare Advancement

- Promote the implementation of the 3Rs (Replacement, Reduction, Refinement) and support adoption of New Approach Methodologies (NAMs).
- Identify opportunities to improve animal welfare, scientific quality, and operational consistency.

4. Stakeholder Engagement & Influence

- Serve as the primary point of contact for animal welfare and veterinary matters related to outsourced research in China.
- Partner cross-functionally with scientific, procurement, QA, and governance teams to ensure consistent oversight and escalation.
- Communicate complex regulatory, scientific, and ethical topics to diverse audiences and influence decision-making across organizational boundaries.

5. Strategic & Operational Contribution

- Contribute to strategic initiatives, projects, and external collaborations involving animal research in China.
- Drive operational excellence and continuous improvement in outsourced research oversight.
- Represent Animal Welfare & Integrity Assurance at the Shanghai site and contribute to global AWIA initiatives and governance.

Essential Requirements:

- Doctor of Veterinary Medicine (DVM) or equivalent required; advanced degree preferred.
- Minimum 5 years of experience in preclinical research and laboratory animal medicine.
- Experience working across multiple species (e.g., rodents, rabbits, pigs, dogs, non-human primates).
- Experience in AAALAC-accredited environments and IACUC or equivalent ethical review processes.

- Experience overseeing outsourced studies and CROs, ideally within China or similar regulatory environments.
- Strong analytical, problem-solving, and project management skills.
- Excellent communication skills with the ability to influence senior stakeholders.
- Fluency in English and Mandarin (written and spoken).

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>

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[Read our handbook \(PDF 30 MB\)](#)

Division

DIV_RE

Business Unit

Administration & Facility

Location

LOC_CN

Site

Shanghai (Shanghai)

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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