

Due Diligence Director China

Job ID

REQ-10083155

Jul 15, 2026

LOC_CN

About the Role

DD Director as Due Diligence Lead

- Due Diligence Scientific / Technical evaluation
- Manages and drives the due diligence for the review, evaluation, and recommendation of BD&L opportunities under guidance of a DD Therapeutic Area (TA) Head as applicable
- Ensures the correct handling of confidential information and compliance with confidential disclosure obligations and ensures the DD teams do the same
- Lead for scientific / technical DD evaluation (focused DD to address key questions) and for the full assessment DD (in-depth opportunity review) in close partnership with Search & Evaluation (S&E) / Transaction Lead
- Responsible for operational excellence in the set-up and conduct of DD (adherence to C&BD process; review of data, integrated development plan / timelines, on site visits etc.)
- Ensures fair balance and accuracy
- Leads development of an integrated and aligned risk management plan
- Co-ordinates and leads DD team review, discussions and recommendation
- Leads and accountable for reporting and communicating scientific / technical DD findings to Therapeutic Area Leadership (TAL) and all relevant decision bodies, e.g., Executive Committee Novartis - Deal Committee (ECN DC)
- Contributes to presentations of scientific / technical DD findings to management
- Due Diligence Project Management – Development plan
- Leads the elaboration of comprehensive, accurate and aligned development plans and costs
- Ensures the appropriate integration of considerations for feasibility, uncertainties, and competitive challenges in the market, including appropriate scenario generation and contingency planning
- Due Diligence Finance and Deal contribution
- Ensures R&D costs for the project in scope of the DD are prepared in coordination with Finance and the respective line functions
- Liaises with relevant functions incl. Finance and TRD/TechOps to prepare COGS estimates
- Ensure assumptions for PoS and OPA are aligned with relevant stakeholders
- Understands high-level financial valuation (such as NPV) and challenges development-related assumptions
- Co-ordinates in collaboration with S&E / Transaction Lead and Commercial / Therapeutic Area Strategy Lead alignment on Target Product Profile (TPP).
- As member of Deal Team, contributes to the preparation, review of offers, term sheets, and contracts, by ensuring

major DD findings and risk inflection points are appropriately considered

- Due Diligence Leadership
- Fosters a 'collaboration with courage' team environment
- Drives team recommendation based on integrated view on the C&BD opportunity with fair balance of opportunities and risks, and with solution focused outlook
- Ensures professional and positive interactions with the external company / partner
- Raises contentious issues in a manner that drives resolution, and enables others to do the same
- Documents that DD team members are trained according to requirements.

Key Performance Indicators (Indicate how performance for this role will be measured)

DD Director as DD Lead

- Objective, balanced scientific and technical due diligence evaluations of high quality leading to clear opportunity and risk profiles, supporting decision making and solution focused risk mitigations strategies
- Seamless and smooth interaction with senior management decision bodies
- Realistic planning of key milestones, plans, risk mitigation, costs and timelines to ensure best forecast assumptions
- Preparation of high-quality deal presentations to senior management in support of recommended deals

Job Dimensions (Indicate key facts and figures)

- Number of associates:
- Direct: One (in China)
- In-direct as DD Lead: Matrix management of global DD team(s) of 40-80 Subject Matter Experts (SME) for each assigned Due Diligence in a given TA
- Financial responsibility:
- (Budget, cost, sales, etc.)

Development cost forecast for C&BD evaluations for assigned Due Diligences

- Impact on the organization:

High impact in driving the right recommendations based on balanced opportunity and risk assessments for in-licensing and M&A opportunities with optimal use of internal resources

Ideal Background (State the preferred education and experience level)

- Education and/or professional experience:
- Doctoral or equivalent degree in life science
- Experience in pharmaceutical industry
- Business management training or equivalent
- undefined
- Languages:

Fluent English (oral and written) and Mandarin

- Experience / Professional Requirements:
 - Extensive drug development expertise, with 8+ years' experience in pharma drug development spanning across several disciplines and stages (from research to commercial) including in due diligence
 - Past contribution to and experience in in-licensing and M&A due diligences;
 - Strong interpersonal and leadership skills, ability to integrate across functions and organizations to build collaborative relationships
 - Planning and tracking skills with attention to detail including experience with project management and tools
 - Well-organized, excellent time management with respect to priorities and self-management
 - Fast action taker, ability to quickly grasp the essence of new projects. Involves the right team members in the right situation at the right time
 - Expert verbal and written communication skills
 - Sound judgement of which risks and issues need to be highlighted and properly communicated to management.

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_SG

Business Unit

Strategic Planning & BD&L

Location

LOC_CN

Site

Shanghai (Shanghai)
Company / Legal Entity
CN14 (FCRS = CN014) China Novartis Institutes for BioMedical Research Co., Ltd.
Functional Area
FCT_BS
Job Type
Full time
Employment Type
Regular
Shift Work
No
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