

Clinical Research Associate (CRA) Manager

Job ID

REQ-10082539

Jul 28, 2026

LOC_US

About the Role

Key Responsibilities

- Lead, coach, and develop a team of Clinical Research Associates across multiple clinical development programs.
- Drive performance against quality, productivity, enrollment, and monitoring delivery objectives.
- Ensure monitoring excellence through targeted coaching, training, and co-monitoring activities.
- Build team capabilities to support successful execution of Phase I through Phase IV clinical trials.
- Promote a culture of compliance, ethics, patient safety, and data integrity across all activities.
- Collaborate with cross-functional partners to support enrollment, data quality, and issue resolution.
- Manage performance, development planning, and retention of a high-performing Clinical Research Associate organization.
- Support audit and inspection readiness, including corrective and preventive action implementation and follow-up.
- Ensure adherence to clinical trial procedures, regulatory requirements, and organizational standards.
- Partner on resource planning strategies to balance workload, capacity, and business priorities.

Essential Requirements

- Minimum 7+ years of experience planning, executing, and monitoring clinical trials across multiple phases of development. A degree in scientific or health discipline preferable; 4-year degree plus relevant, related healthcare experience required).
- Strong understanding of clinical drug development, trial monitoring, and study execution processes. Strong knowledge of Good Clinical Practice, regulatory requirements, and clinical trial compliance standards.
- Proven experience leading, coaching, and developing people and teams in a clinical research environment. Demonstrated ability to manage people, performance, productivity, quality, and delivery objectives.
- Experience building effective partnerships with cross-functional stakeholders and clinical trial sites.
- Excellent project management, prioritization, communication, and problem-solving skills.
- Experience in Risk Based Monitoring and Risk Based Quality Management; Adept in technology, clinical trial systems, and AI.
- Fluent in both written and spoken English; Strong communication skills, both written and oral.
- Demonstrated negotiation and conflict resolution skills within complex clinical research environments; Ability to adapt and build strong partnerships with sites in an evolving clinical trial landscape; Ability to anticipate potential issues and take appropriate actions with or without supervision

The salary for this position is expected to range between \$145,600 and \$270,400 per year.

The final salary offered is determined based on factors like, but not limited to, relevant skills and experience, and upon joining Novartis will be reviewed periodically. Novartis may change the published salary range based on company and market factors.

Your compensation will include a performance-based cash incentive and, depending on the level of the role, eligibility to be considered for annual equity awards.

US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a variety of other benefits. In addition, employees are eligible for a generous time off package including vacation, personal days, holidays and other leaves.

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_US

Site

Field Non-Sales (USA)

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area

FCT_RD

Job Type

Full time

Employment Type

Regular

Shift Work

No

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