

Head Legal TA Immunology and CRM, International

Job ID

REQ-10084743

Jul 31, 2026

LOC_CH

About the Role

Key responsibilities:

- **Strategic Legal Counsel/Leadership** – Serve as the lead legal advisor for the Therapeutic Area (TA) and its assets, overseeing all business-related legal matters. Proactively manage legal issues by working closely with your team and collaborating with Legal Centers of Excellence both within and outside the CLS Legal Team, as appropriate. Provide strategic legal counsel on TA and asset strategies, brand plans, portfolio decisions, and related medical activities and engagements. Advise on value and access matters, management of external partners, integrations, investor relations, communications, and patient advocacy initiatives. Participate in business leadership meetings and governance boards for all matters related to the TA and its assets, as required.
- **Risk Management/Compliance/Training** - Partner with the Ethics, Risk, and Compliance Function to proactively identify, manage and train on potential legal and compliance risks. Ensure legal compliance with all government regulations and mandates. Contribute to investigations and support the follow-up of audit findings as needed to address potential legal or compliance concerns.
- **Agreements/Commercial Contracts** – Provide legal counsel and risk management for all contracts supporting TA activities. Lead the drafting and negotiation of various types of complex research, development and commercial contracts, as well as any other agreements required to meet the business needs of the TA.
- **Business Development/M&A/Integrations** – Partner with the Transactions Team and support evaluation and due diligence of business development and M&A opportunities as needed. Lead the advice for the company's Alliance Management Team and legal issue management for all third-party relationships related to the TA and its assets. Lead the integration of assets and companies into International within TA scope and coordinate with all relevant stakeholders.
- **Regulatory/Promotional Materials Review/Claims Management** – Collaborate with commercial, regulatory, and medical teams to ensure the timely review of all promotional materials, medical resources, congress materials, public announcements, and investor relations content. Provide proactive legal counsel, identifying and addressing potential risks. Coordinate with other legal associates supporting the brand to maintain consistency. Lead and ensure alignment of brand strategy and claims management across International markets, including the management and defense of competitive claims.
- **Innovation** – Drive innovation and actively contribute to new strategies supporting TA goals with significant emphasis on product launches and new ways of engagement with our customers (HCPs, Patients, HCs). Lead the team through unfamiliar territory and complexity. Pursue calculated risk-taking in an unpredictable environment with appropriate contingency planning and mitigation. Drive simplification in the function and for the business, including the appropriate and compliant use of AI.
- **Functional Exchange / Collaboration / People Development** – Play an active role in strengthening the International, Regional, and Country Legal Functions by leading and participating in initiatives that build departmental knowledge and capabilities across the organization. Promote collaboration and effective information exchange with Region and Country Legal, GDD, Operations, and Corporate teams. Ensure alignment with local and regional lawyers on legal matters related to assets or activities within the Therapeutic Area, in coordination with the Head Legal CLS. Attract, develop, and retain top legal talent by creating meaningful development opportunities for legal associates.

Essential Requirements:

- Juris Doctor (JD) or equivalent law degree, along with a prior (Prof.) Bachelor's degree
- 10+ years' experience providing legal counsel within the pharmaceutical or biotechnology industry, with a strong track

record in product launches

- Comprehensive knowledge of legal issues relevant to the pharma/biotech sector, including regulatory, commercial, development, medical and AI/digital/social media and data privacy matters
- Proven transactional experience in BD&L/ M&A and Integrations is a plus
- Demonstrated people leadership in managing, developing and coaching teams, both directly and indirectly
- Exceptional negotiation and conflict management abilities
- Fluent in both written and spoken English

Benefits & Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

Expected Annual Base Salary Range for role: CHF 169.400 - 314.600

The base salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Long-term equity awards granted at group level may also be part of your package. Further details will be provided during the application process.

Read our brochure to learn more about our global total rewards offering:

https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

Commitment to Diversity and Inclusion:

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

Accessibility and Accommodation:

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to diversity.inclusion_ch@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Role Requirements

Why Novartis: Helping people with disease and their families ^{2/3} 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 \(PDF 30 MB\)](#)

Primary location salary range

CHF169,400.00 - CHF314,600.00

Division

DIV_LE

Business Unit

Legal

Location

LOC_CH

Site

Basel (City)

Company / Legal Entity

C028 (FCRS = CH028) Novartis Pharma AG

Functional Area

FCT_LI

Job Type

Full time

Employment Type

Regular

Shift Work

No

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