

Evidence Generation Manager

Job ID

REQ-10081744

Aug 07, 2026

LOC_PL

About the Role

Key Responsibilities

- Coordinate country-level evidence generation activities aligned with approved Integrated Evidence Plans
- Support study feasibility, startup, execution, and closeout processes across observational and real-world evidence studies
- Ensure alignment of local evidence activities with global and regional asset strategies
- Provide scientific expertise on data generation and emerging methodologies to therapeutic area teams
- Ensure compliance with regulations, good practices, and internal procedures across all evidence activities
- Manage external vendors and monitor study timelines, quality, and budget adherence
- Collaborate cross-functionally to ensure effective use, dissemination, and continuous improvement of evidence

Essential Requirements

- University degree in Science, Pharmacy, or Health Sciences or equivalent field
- 3–5 years of experience in Medical Affairs, Clinical Operations, or evidence generation roles
- Experience with observational studies, real-world evidence, or local clinical studies in regulated environments
- Strong understanding of medical governance, compliance standards, and standard operating procedures
- Ability to interpret scientific data and support evidence-based medical decision making
- Effective collaboration skills with experience working in cross-functional and matrix environments

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:

- Poland: PLN 213,900.00 - 397,300.00

The 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.

You will be eligible for a company vehicle or a car allowance in accordance with the applicable local Novartis policies and guidelines.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

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 / EEO paragraph:

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

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 \(PDF 30 MB\)](#)

Primary location salary range

zł213,900.00 - zł397,300.00

Division

DIV_IM

Business Unit

Development

Location

LOC_PL

Site

Warsaw

Company / Legal Entity

PL03 (FCRS = PL003) Novartis Poland Sp. z o.o.

Functional Area

FCT_RD

Job Type

Full time

Employment Type

Temporary (Fixed Term)

Shift Work

No

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