

Associate Director IT Solution Delivery - Cookies and digital tracker

Job ID

REQ-10082525

Sep 10, 2026

LOC_ES

About the Role

Key Responsibilities

- Lead the Cookies & Digital Trackers capability across Novartis digital platforms and experiences.
- Own governance, design, and evolution of cookie consent and digital tracking solutions.
- Define scalable standards and implementation patterns for compliant digital experiences.
- Drive adoption and optimization of OneTrust Cookie Consent Management capabilities.
- Translate privacy, legal, and business requirements into reusable solution frameworks.
- Partner with Privacy, Legal, Engineering, Product, and Brand teams to align delivery.
- Establish governance models that embed compliance into day-to-day delivery processes.
- Track consent health metrics, implementation quality, and capability performance against key indicators.
- Support testing, validation, releases, and lifecycle management of tracking configurations.
- Drive continuous improvement, scalability, and operational excellence across digital trust solutions.

Essential Requirements

- 10+ years of experience in Digital Trust, Privacy, Consent Management, or Cookies and Digital Trackers domains.
- Hands-on experience with Consent Management Platforms, including OneTrust Cookie Consent Management.
- Strong understanding of United States privacy regulations, including California Consumer Privacy Act and California Privacy Rights Act.
- Experience designing scalable cookie consent, tracking, and governance solutions across digital platforms.
- Knowledge of digital tracking technologies, tagging frameworks, and Google Tag Manager.
- Ability to translate regulatory, legal, and business requirements into practical implementation approaches.
- Strong stakeholder management skills across Privacy, Legal, Product, Engineering, and Architecture teams.
- Demonstrated ability to drive standardization, governance, and continuous improvement in complex digital environments.

Desirable Requirements

- Working knowledge of global privacy frameworks, including the General Data Protection Regulation, and their application in digital ecosystems.
- Experience operating in complex multi-brand, multi-site environments with global stakeholder groups.

Rewards

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

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 a minimum of 14 weeks paid parental leave.

Expected Annual Base Salary Range for role:

Barcelona: 57,900.00 - 107,500.00 EUR Annual

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.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Further details will be provided during the application process.

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 [Benefits & Rewards Brochure](#) to learn more about our global total rewards offering: [Novartis Life Handbook](#)

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.

Role Requirements

Primary location salary range

€57,900.00 - €107,500.00

Division

DIV_TO

Business Unit

Information Technology

Location

LOC_ES

Site

Barcelona Gran Vía

Company / Legal Entity

ES06 (FCRS = ES006) Novartis Farmacéutica, S.A.

Functional Area

FCT_IT

Job Type

Full time

Employment Type

Regular

Shift Work

No

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