

Head of Regulatory Operations

Job ID

REQ-10087434

Sep 15, 2026

LOC_GB

About the Role

Key Responsibilities

- Define and deliver the global Regulatory Operations strategy to accelerate patient access to innovative medicines.
- Lead regulatory submissions, publishing, data management, and operational excellence across the development portfolio.
- Drive digital transformation through artificial intelligence, automation, and emerging technologies.
- Build and sustain trusted regulatory data foundations, governance frameworks, and quality standards.
- Partner with senior stakeholders to optimise processes, enhance performance, and deliver business value.
- Lead, develop, and inspire a high-performing global team while fostering an inclusive culture.
- Ensure compliant, high-quality regulatory submissions and effective engagement with Health Authorities worldwide.

Essential Requirements

- Extensive pharmaceutical industry experience within global Regulatory Operations or closely related functions.
- Proven success leading large, geographically dispersed teams and building high-performing organisations.
- Deep expertise in global regulatory submissions and complex filing strategies across international markets.
- Strong understanding of the end-to-end drug development lifecycle and portfolio management principles.
- Exceptional communication, stakeholder engagement, negotiation, and executive influencing capabilities.
- Demonstrated ability to drive innovation, digital transformation, and continuous operational improvement.

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: £104,790 to £194,610

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.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters.

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.

You may 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

Primary location salary range

£104,790.00 - £194,610.00

Division

DIV_GD

Business Unit

Development

Location

LOC_GB

Site

London (The Westworks)

Company / Legal Entity

GB16 (FCRS = GB016) Novartis Pharmaceuticals UK Ltd.

Functional Area

FCT_RD

Job Type

Full time

Employment Type

Regular

Shift Work

No

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