

# Medical Governance, Evidence and Operations Lead

Job ID

REQ-10085437

Sep 22, 2026

LOC\_IE

## About the Role

### Key Responsibilities

- Lead country-level Medical Governance, Evidence Generation, Medical Operations, and Medical Customer & Field Excellence activities, ensuring alignment with Medical Affairs priorities and business objectives.
- Ensure end-to-end medical governance through adherence to Novartis good practices, local regulations, global standards, and audit requirements, including oversight of Medical Information and MAP/PTA-related activities.
- Drive audit readiness, SOP lifecycle management, compliance monitoring, and continuous process improvement initiatives across Medical Affairs.
- Partner closely with Regulatory Affairs, Legal, Ethics Risk & Compliance, Pharmacovigilance, and other key stakeholders to uphold the highest scientific and ethical standards.
- Champion Medical Customer and Field Excellence by establishing harmonized ways of working, monitoring key performance indicators, and implementing capability-building initiatives.
- Leverage medical excellence tools and insights to drive continuous improvement in customer engagement quality, execution consistency, and operational effectiveness.
- Lead evidence generation activities including observational studies, local clinical studies, and real-world evidence (RWE) programs aligned with integrated evidence plans and strategic priorities.
- Oversee study budgets, vendor partnerships, and operational execution to ensure scientific rigor, compliance, and timely delivery.
- Collaborate with regional, international, and global Medical Affairs teams to align country initiatives with broader medical and evidence-generation strategies.
- Serve as a key point of contact for governance, evidence, and operational excellence initiatives, influencing stakeholders across multiple functions and geographies.

## What You'll Bring to the Role

### Essential Requirements

- University degree in Science, Pharmacy, Health Sciences, or equivalent.
- Fluent English and local language skills, both written and verbal.
- 4-7 years of experience within Medical Affairs or related healthcare functions.
- Strong experience in medical governance, compliance frameworks, SOP management, and audit readiness.
- Proven track record of designing, implementing, and harmonizing medical processes and operational standards.
- Experience leading continuous improvement initiatives and driving operational excellence programs.
- Expertise in Field Medical Excellence, including capability building, KPI monitoring, performance tracking, and adoption of harmonized ways of working.
- Knowledge of evidence generation, including observational studies, local clinical research, and real-world evidence programs.
- Experience managing study budgets, vendor relationships, and evidence-generation operations.
- Strong analytical and problem-solving skills with the ability to use data to drive decisions and improve performance.
- Demonstrated success working in highly matrixed organizations and influencing cross-functional stakeholders without direct authority.
- Experience collaborating with regional, international, and global Medical Affairs organizations.

## Desirable Requirements

- Advanced understanding of integrated evidence planning and evidence-generation strategy.
- Experience working with medical performance and engagement tools such as ALPER, BEST, STEM, or similar systems.
- Strong project leadership capabilities and experience managing complex, multi-stakeholder initiatives.
- Ability to simplify complex medical, governance, and operational topics for diverse audiences.

## Why Novartis?

Helping people with disease and their families takes more than innovative science. It takes a community of smart, passionate people working together to achieve breakthroughs that change patients' lives. At Novartis, you'll be empowered to challenge the status quo, collaborate across boundaries, and make a meaningful impact on patients around the world.

Ready to create a brighter future together?

## Commitment to Diversity & Inclusion

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

## 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: 75,880.00 - 108,400.00 - 140,920.00 EUR Annual

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.

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

## Role Requirements

Primary location salary range

€75,880.00 - €140,920.00

Division

DIV\_IM

Business Unit

Development

Location

LOC\_IE

Site

Dublin (Country President Office (CPO))

Company / Legal Entity

IE02 (FCRS = IE002) Novartis Ireland Ltd

Functional Area

FCT\_RD

Job Type

Full time

Employment Type

Regular

Shift Work

No

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