

Study Start-Up Team Lead

Job ID

REQ-10085958

Sep 22, 2026

LOC_GB

About the Role

Key Responsibilities:

- Drive innovative study start-up practices that enhance operational excellence, productivity, and business impact.
- Identify and implement industry best practices to strengthen clinical trial start-up performance.
- Partner with Study Start-Up and Portfolio leaders to execute country-level strategic priorities.
- Lead study start-up activities from allocation through site Green Light, ensuring timely delivery.
- Build strong partnerships with ethics committees and health authorities to support study activation.
- Collaborate with global and local teams to deliver study milestones and country commitments.
- Ensure high-quality Trial Master File documentation and maintain ongoing inspection readiness.
- Champion compliance with regulatory requirements, financial standards, and Novartis processes.
- Implement streamlined, efficient processes that support business objectives and organisational strategy.
- Oversee team productivity and act as an escalation point for study start-up activities.

Essential Requirements:

- Degree in a scientific, life sciences, or health-related discipline.
- Proven experience in clinical operations, clinical trial planning, or study start-up activities.
- Strong understanding of clinical drug development, study start-up, execution, and monitoring.
- Demonstrated leadership experience, including leading teams in a matrix or cross-functional environment.
- In-depth knowledge of Good Clinical Practice, regulatory requirements, and clinical research standards.
- Excellent communication, stakeholder management, and collaboration skills in a global environment.

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: £67,900 to £126,100

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

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

£67,900.00 - £126,100.00

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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