NOVARTIS

Commercial Partnership & Alliances Lead

Job ID
REQ-10088410
Sep 23, 2026
LOC_PL

About the Role

Key Responsibilities

- Identify and assess business development opportunities aligned with Novartis strategic priorities.
- Build and strengthen partnerships that expand portfolio value and support business growth.
- Lead or co-lead due diligence activities and partnership evaluations across multiple stakeholders.
- Support the negotiation and structuring of licensing, alliance, and strategic collaboration agreements.
- Conduct portfolio gap analyses and competitive intelligence assessments to identify growth opportunities.
- Coordinate cross-functional teams to deliver projects on time and achieve strategic objectives.
- Manage alliance activities, governance processes, and partnership risks to maximize long-term value.
- Develop business cases, value propositions, and partnership investment recommendations.
- Monitor partnership performance through defined KPIs and ensure delivery of agreed outcomes.

Essential Requirements

- Bachelor’s degree in business, life sciences, healthcare, or a related field.
- Proven experience in business development, partnerships, licensing, or alliance management.
- Strong understanding of the pharmaceutical, biotechnology, or healthcare industry.
- Ability to evaluate commercial opportunities and conduct strategic portfolio assessments.
- Excellent stakeholder management, communication, and negotiation skills.
- Demonstrated ability to work effectively across cross-functional and matrixed organizations.

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 252,500 – 468,900

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

Primary location salary range
zł252,500.00 - zł468,900.00
Division
DIV_IM
Business Unit
General Management
Location
LOC_PL
Site
Warsaw
Company / Legal Entity
PL03 (FCRS = PL003) Novartis Poland Sp. z o.o.
Functional Area
FCT_BS
Job Type
Full time
Employment Type
Temporary (Fixed Term)
Shift Work
No
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2. https://www.novartis.com/careers/benefits-rewards
3. https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf
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