NOVARTIS

Associate Director - IT Project Manager, Physical Protective Security

Job ID
REQ-10079978
Oct 07, 2026
LOC_ES

About the Role

Key responsibilities:

- End-to-End Project & Program Delivery: Own full lifecycle delivery of Protective Security projects (from intake to handover), deliver projects on time, on scope, and on budget with clear accountability; manage complex delivery landscapes including security vendors, integrators, SaaS providers, and local partners; Lead global and regional rollouts of security platforms (e.g., access control, CCTV, mobile credentials).
- Protective Physical Security Expertise & Integration: Act as a trusted partner to Protective Security teams, translating business security needs into IT delivery, ensure solutions comply with security standards, policies, and regulatory requirements, and drive alignment between physical security, cybersecurity, and enterprise IT architecture; Oversee implementation of security systems such as: access control (badge / mobile / biometric), video surveillance & monitoring platforms, identity & access integrations, Security operations & incident management tools.
- Governance, Risk & Compliance: Establish and enforce project governance aligned with DDIT standards; Identify, manage, and mitigate security, operational, and delivery risks; ensure adherence to compliance frameworks (e.g., audit, GRC, SoD where applicable); manage change control, approvals, and documentation rigor.
- Stakeholder & Leadership Management: Act as the main interface between Protective Security leadership, Business, and IT delivery teams, drive alignment across global, regional, and site stakeholders; prepare executive-level status updates, decision papers, and escalations; influence decisions in a complex, matrixed organization
- Vendor & Financial Management: Manage security vendors against contractual deliverables and milestones; Drive performance, issue resolution, and escalation when needed; Partner with Procurement on SOWs and contracting models; Own project financials including forecast, tracking, and cost control.
- Portfolio & Continuous Improvement: Contribute to Protective Security IT roadmap and project portfolio planning; Standardize delivery approaches across sites and regions; Capture lessons learned and improve delivery frameworks.

Essential Requirements:

- 10+ years of experience in IT project/program management in enterprise or regulated environments in Protective Security, in global multi-country deployments
- Strong exposure to Physical security systems (access control, surveillance, CCTV, digital visitors management, alarm systems) and Enterprise platforms (e.g., SAP, ServiceNow, IWMS, security systems)
- Deep understanding of physical security systems and operations, experience with global security environments and regulatory expectations, ability to balance security effectiveness, operational needs, and cost constraints, and strong awareness of risk management and compliance requirements
- Demonstrated experience managing external vendors and complex contracts, with experience with RFPs (Request for Proposal) and solid knowledge about security technology vendors
- Proven execution excellence capabilities, with deep expertise in project & program management methodologies (Waterfall, Agile, hybrid), with strong planning, dependency management, and critical-path thinking skills
- Senior-level project leadership in complex, matrix organizations, with strong decision-making under ambiguity and delivery pressure, and ability to enforce standards without damaging stakeholder relationships
- Experience working in a global, multi-country delivery context, with proven experience managing large, interdependent delivery plans

- Excellent concise, executive-ready communication skills, with fluency in English, with ability to translate complex technical and delivery topics into business impact

Desirable requirements:

- Degree in IT, Engineering, Security, or related discipline
- Certifications (PMP, PRINCE2, Agile, Security certifications such as CPP, CISSP, etc.)
- Experience in pharma, regulated industries, or critical infrastructure environments
- Knowledge of GRC, identity and access management, and compliance frameworks

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: € 57,900 to € 107,500.

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.

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:

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

Why Novartis: Helping people with disease and their families takes more than innovative science. It takes a community of smart, passionate people like you. Collaborating, supporting and inspiring each other. Combining to achieve breakthroughs that change patients' lives. Ready to create a brighter future together? https://www.novartis.com/about/strategy/people-and-culture

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: https://talentnetwork.novartis.com/network

Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and

professionally: https://www.novartis.com/careers/benefits-rewards

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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