NOVARTIS

# Senior Specialist DesignOps (DD&IT Experience and Adoption)

Job ID
REQ-10089703
Oct 14, 2026
LOC_ES

## About the Role

Major Accountabilities

- Define, implement, and continuously improve DesignOps processes, workflows, governance, and operating models.
- Manage the enterprise design tool ecosystem, including access, onboarding, administration, and optimization.
- Lead and coordinate enterprise-scale Figma adoption, ensuring governance, security, compliance, and adoption.
- Own design tool licensing strategy, utilization, cost optimization, and vendor service management.
- Drive adoption and effective use of the enterprise design system across design, product, and engineering teams.
- Manage external design vendors and agencies, ensuring delivery quality, compliance, and performance.
- Establish onboarding programs, templates, playbooks, and community initiatives to scale design capabilities.
- Measure operational effectiveness, identify improvement opportunities, and leverage AI-enabled automation to enhance efficiency.

Minimum Requirements

- Bachelor's degree in Design, Business, IT, Operations, or a related field (or equivalent experience).
- 8+ years of experience in DesignOps, Design Program Management, or similar operational leadership roles.
- Proven experience leading enterprise design tool migrations, preferably Figma.
- Hands-on experience managing tool licensing, procurement processes, and vendor negotiations.
- Strong experience driving design system adoption and operationalization at scale.
- Experience managing external design agencies and vendor relationships.
- Deep understanding of design processes, design team operations, and cross-functional collaboration.
- Strong stakeholder management, program management, process improvement, change management, and communication skills, with knowledge of AI, privacy, security, and agile methodologies.

Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

Expected Annual Base Salary Range for role: €41,900.00 to €77,700

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.

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 & Inclusion

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
€41,900.00 - €77,700.00
Division
DIV_TO
Business Unit
General Management
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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3. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Barcelona-Gran-Va/Senior-Specialist-DesignOps--DD-IT-Experience-and-Adoption-_REQ-10089703
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