NOVARTIS

Legal Head Innovative Medicines (IM)

Job ID
REQ-10090190
Oct 26, 2026
LOC_ES

About the Role

Key Responsibilities

- Lead the legal strategy for Novartis Spain and contribute to the development and execution of country business strategy.
- Advise the Country President, Country Leadership Team and senior leaders on complex legal and business matters.
- Oversee legal support across regulatory, commercial, competition, data privacy, intellectual property, corporate and contracting matters.
- Lead and develop the Spain Legal team, setting clear priorities and fostering an inclusive, high-performing culture.
- Identify, assess and manage material legal risks, disputes, investigations and litigation across the Spanish business.
- Oversee corporate governance, statutory compliance and corporate housekeeping for Novartis legal entities in Spain.
- Partner across country, regional and global teams while contributing actively to Region Europe Legal priorities.

Essential Requirements

- Degree in Spanish law and current professional qualification and good standing to practise law in Spain.
- Significant post-qualification legal experience, including advising senior business leaders on complex matters within a pharmaceutical in house legal role.
- Strong knowledge of Spanish and European legal and regulatory frameworks relevant to the pharmaceutical industry.
- Demonstrated experience leading and developing a legal team.
- Proven ability to manage complex legal and business matters and lead cross-functional projects in a matrixed environment.
- Fluent Spanish and English, with strong communication and influencing skills in both languages.

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: EUR 122.700 - 227.900

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.

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.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Long-term equity awards granted at group level may also be part of your package. Further details will be provided during the application process.

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.

Role Requirements

Primary location salary range
€122,700.00 - €227,900.00
Division
DIV_LE
Business Unit
Legal
Location
LOC_ES
Site
Barcelona Gran Vía
Company / Legal Entity
ES06 (FCRS = ES006) Novartis Farmacéutica, S.A.
Functional Area
FCT_LI
Job Type
Full time
Employment Type
Regular
Shift Work
No
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