NOVARTIS

Director, Environmental Sustainability Country Strategy & Integration

Job ID
REQ-10089959
Nov 10, 2026
LOC_CH

About the Role

Key Responsibilities

- Cascade Novartis global Social Impact & Sustainability (SI&S) strategy – with a focus on environmental sustainability – across commercial business units and country organizations, translating enterprise priorities into clear, practical guidance and locally relevant implementation roadmaps.
- Develop scalable sustainability solutions, turning country-level proof-of-concept initiatives into approaches with broader global potential (e.g., circularity programs and patient-care-pathway decarbonization initiatives).
- Monitor emerging environmental market expectations and requirements - including those of regulators, payors, HEOR/HTA organizations, health system partners and customers (e.g., through tenders) – and translate developments into insights, risks and recommended actions.
- Partner with Market Access, HEOR, Policy and Commercial teams to integrate environmental considerations into value propositions, market access strategies and healthcare-system engagement.
- Build partnerships and new initiatives that advance care-pathway decarbonization, climate-resilient healthcare and environmental sustainability; build relationships with health system stakeholders.
- Support country policy and advocacy activities focused on environmental sustainability, climate and health.
- Coordinate regional and country disclosure needs, including tender and green-procurement responses; support global Finance, Operations and Disclosure teams on data requests.
- Lead and support priority Sustainable Markets Initiative (SMI) and Pharmaceutical Environmental Group (PEG) workstreams, including circularity efforts, the Pharma Lifecycle Assessment (LCA) Consortium and patient-care-pathway decarbonization initiatives, coordinating internal country teams and external partners to deliver tangible outcomes.
- Support country-level implementation of Scope 3 strategies and associated transition plans, partnering with relevant functions to translate global priorities into locally actionable initiatives such as business travel, local distribution and electric-vehicle adoption.
- Guide country and global commercial teams on decarbonization and environmental sustainability priorities. Build country capabilities through practical guidance, playbooks, training and communities of practice.

Essential Requirements

- Master’s degree in Strategy, Engineering, Sustainability or Life Sciences, or equivalent relevant professional experience.
- Strong knowledge on key environmental sustainability topics, incl. Scope 3 emissions, life-cycle assessment and product environmental footprints, circularity.
- Proven success delivering strategic environmental sustainability initiatives and influencing corporate sustainability agendas.
- Pharmaceutical industry experience with strong understanding of market access, health economics, public procurement and tender processes.
- Extensive experience leading complex strategic projects and programs involving senior leaders (incl. executive

management, executive-1) and cross-functional teams.
- Ability to translate complex sustainability topics into clear, decision-oriented insights, recommendations and executive-level communications.
- Demonstrated success navigating complex matrix organizations and influencing across functions without formal line authority.
- Ability to balance strategic intent with operational reality; experience in enterprise integration, transformation or program orchestration roles.
- Strong experience developing multi-stakeholder partnerships and collaborations with health systems, policymakers, industry associations, customers and external partners.

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:150,500.00 CHF to 279,500.00 CHF

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.

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.

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.

Accessibility and accommodation

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need reasonable accommodation for any part of the

recruitment process, or to receive more detailed information about the essential functions of a position, please send an e-mail to diversity.inclusion_ch@novartis.com and let us know the nature of

your request and your contact information. Please include the job requisition number in your message.

Barrierefreiheit und Zugänglichkeit

Wenn Sie aufgrund einer Erkrankung oder Behinderung spezielle Unterstützung während des Rekrutierungsprozesses brauchen und/oder deswegen detailliertere Informationen über die wesentlichen Funktionen einer Stelle benötigen, senden Sie bitte eine E-Mail diversity.inclusion_ch@novartis.com und teilen Sie uns die Art Ihres Anliegens und Ihre Kontaktinformationen mit. Bitte vergessen Sie nicht, dabei die Referenznummer der Stellenausschreibung anzugeben.

Role Requirements

Primary location salary range
CHF150,500.00 - CHF279,500.00
Division
DIV_CE
Business Unit
Communications
Location
LOC_CH
Site
Basel (City)
Company / Legal Entity
C010 (FCRS = CH010) Novartis International AG
Functional Area
FCT_BS
Job Type
Full time
Employment Type
Regular
Shift Work
No
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