

# Global Program Head, Gene Therapy Drug Development (MD,PHD)

Job ID  
REQ-10038086  
Mar 03, 2025  
USA

## Summary

Onsite  
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About the role:

The Global Program Head, Gene therapies role has the critical impact of delivering innovation, which drives the Novartis Enterprise. In this role, you will lead Novartis program (s) through the end-to-end development cycle to seek successful registration and market access, driving optimal life cycle management of approved assets, ensuring a cohesive development, biomedical research, commercial/market access, and medical execution. This role will lead one or several multidisciplinary program teams to develop cross-functional strategies, obtain regulatory approval, ensure patient and market access, optimize commercial value, ensure program execution, build collaborative cross-functional team ecosystem while delivering strong strategies and efficient execution for their programs in a complex, uncertain, and competitive market. Ready for the challenge and bring change in gene therapy?

## About the Role

### Your Key Responsibilities:

- Clear single point of accountability and ownership for advancement of Gene Therapy (GTx) programs with focus on development strategy through submission
- Chair the Early GTx Global Program Team (GPT) with the goal to remove obstacles for BR teams, advise on best practices, align on resource / investment needs for gene therapy pipeline and platform efforts and propose options to decision bodies
- Ensures close alignment between Research (Biomedical Research) and Development (Dev) plus TAL to support early GTx BR teams in achieving the next program milestone from discovery (BDC) until establishment of dedicated program GPT.
- Work with BR and Dev plus key partner functions to define, characterize, prioritize, and secure resources for critical platform-enabling innovation efforts
- Serve as liaison to NSDB and NS & GTx DULT for critical strategic and scientific input to overall x-functional, cross-BR and Dev gene therapy efforts for Novartis
- Monitor external trends to inform gene therapy strategy, priorities and progress
- Oversee internal cross functional supportive efforts by Regulatory Affairs, Patient Advocacy, Medical Affairs, Government Affairs, Market Access to proactively help shape the external environment by developing strong, evidence and trust-based partnerships with key stakeholders (regulators, KOLs,

patient groups, scientific and professional medical societies)

- Drive the program's transformational vision, devise an adaptable strategy that anticipates future trends and challenges, and translate strategies into practical, impactful plans.
- Seek out and combine complex internal/external elements to inform business decision-making, identify key issues in complex scenarios, and ensure clarity.
- Embody an enterprise leader that works across the entire Novartis research-development-commercial continuum to understand the impact of decisions, the benefit of diverse perspective, and the power of our shared purpose.
- Deliver organization-wide impact through an understanding and respect for an evolving technological landscape, including knowing when and how to incorporate new tools into existing strategies while evolving ahead of anticipated capabilities (e.g., precision medicine, AI, blockchain, nanotechnology).

**Video Link** <https://www.youtube.com/watch?v=ggbnzRY9z8w>

The ideal location for this role is US-based (East Hanover, NJ site) but remote work may be possible (there may be some restrictions based on legal entity). Please note that this role would not provide relocation as a result. If associate is remote, all home office expenses and any travel/lodging to specific site for periodic live meetings will be at the employee's expense. The expectation of working hours and travel (domestic and/or international) will be defined by the hiring manager. This position will require 10-20% travel.

### **Role Requirements:**

#### **Essential Requirements:**

- MD, PhD, or equivalent and 10+ experience working in a biomedical field, strong preference with experience in gene therapy development
- Experience in bringing a drug through discovery and development and/or integrating new platform technologies, especially gene therapy, to support drug discovery in a biotech/pharma research organization
- Expertise in strategic planning and program management
- Experience in establishing/organizing/leading large cross-disciplinary teams
- Track record showing strong people leadership skills, including influencing and coaching skills, and an ability to successfully work in a highly matrixed environment
- Experienced in effectively leading across organizational boundaries
- Able to coach/ mentor/ lead scientifically minded teams; results-driven with a sense of urgency, analytical, innovative and an open communicator with a teamwork orientation.
- Demonstrates high emotional intelligence and empathy enabling them to be the ultimate connector in a complex organization
  - Acts as a scientific/organizational catalyst to enable new connections
  - Acts as a situational "shock absorber" to minimize churn in the organization

#### **Desired Requirements:**

- Strong organizational skills, change agility skills and ability to manage through ambiguity.
- Strong collaborative and communicative skills. Excellent oral and written communications skills

The pay range for this position at commencement of employment is expected to be between: \$248,500 and \$461,500/year; however, while salary ranges are effective from 1/1/25 through 12/31/25, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills, and abilities. The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an "at-will position" and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

### **Why Novartis:**

Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us! Learn more here: <https://www.novartis.com/about/strategy/people-and-culture>

### **You'll receive:**

You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook.

<https://www.novartis.com/careers/benefits-rewards>

**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.

**Accessibility and Reasonable Accommodations:** The Novartis Group of Companies are committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the application process, or in order to perform the essential functions of a position, please send an e-mail to [tas.nacomms@novartis.com](mailto:tas.nacomms@novartis.com) call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

**Join our Novartis Network:** If this role is not suitable to your experience or career goals but you wish to stay connected to learn more about Novartis and our career opportunities, join the Novartis Network here:

<https://talentnetwork.novartis.com/network>

**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>

### **EEO Statement:**

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

### **Accessibility & Reasonable Accommodations**

The Novartis Group of Companies are committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the application process, or to perform the essential functions of a position, please send an e-mail to [us.reasonableaccommodations@novartis.com](mailto:us.reasonableaccommodations@novartis.com) or call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Division

Development

Business Unit

Innovative Medicines

Location

USA

State

New Jersey

Site

East Hanover

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Alternative Location 1

Distant Employee - Distant Working Arrangement (DWA) (USA), Distant Working Arrangement, US, USA

Functional Area

Research & Development

Job Type

Full time

Employment Type

Regular

Shift Work

No

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