

# Innovation Capability Director

Job ID  
REQ-10046056  
Jul 15, 2025  
USA

## Summary

Onsite: East Hanover, NJ

**Position Location:** The ideal location for this role is the 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 East Hanover, NJ 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.

### Job Summary:

In this crucial role at Novartis, the Innovation Capability Director will drive the delivery of innovative solutions for clinical trials in key focus areas: clinical trial recruitment and innovative trial operations. The successful candidate will contribute to the generation of data and knowledge on the feasibility, impact, and value of the solutions for subsequent scalability assessment through their implementation into clinical trials.

If you want the opportunity to utilize your technology and AI expertise to drive innovation where it can really improve patients' lives, read on!

## About the Role

### Your Key Responsibilities:

- Set-up, implement and deploy innovative solutions that leverage the latest advancements in technology to enhance clinical trial recruitment and innovate trial operations. For solutions deployed in a trial, these will be in line with the Operational Execution Plan (OEP) and implemented in close collaboration with the CTT and maintaining oversight post-deployment with the Portfolio Innovation Director.
- Lead cross-functional team and vendors to deliver innovative clinical trial solutions in line with time, cost, and quality expectations.
- Conduct and/or organize vendor kick off meetings, design reviews, User Acceptance Testing and lessons learned as well as review content of vendor deliverables (e.g., User Requirements Specifications) for innovative solution vendors in partnership with Vendor Management.
- Proactively identify and address potential roadblocks, risks and/or issues and applies a continuous learning approach to drive improvements in innovative solutions based on input from early adopters and/or gap analysis.
- Develop and review content in key trial related documentation where there is no precedent (e.g., protocol, ICF, clinical trial application cover letters, investigator meetings, site, and patient training materials) for innovative solution in collaboration with Portfolio Innovation Director, CTT and vendors.

- Responsible to ensure consultation and buy-in, as necessary, of cross-functional experts of the Innovation Network (e.g., Regulatory, Quality, Legal, Data Privacy) in the trial specific delivery of the innovative solution.
- Develop and manage new processes where no process or precedent exists in collaboration with the Innovation Capability Head, while maintaining compliance with current regulations (both internal and external).
- Contribute to the co-creation of success criteria, guidance, processes, and templates for implementation at scale with future solution owners (e.g., Vendor Management).
- Support identification of emerging technologies and external trends for their focus area to ensure GCO continues to leverage best in class innovative solutions.
- Member of Innovation team that has end-to-end visibility on innovation pipeline and ensures continued learning & scalability assessment for more effective technology adoption.

### **Minimum Requirements:**

- Bachelor's degree in life sciences/healthcare
- 5+ years of clinical trial innovation and/or solution delivery experience in innovation focus area (clinical trial recruitment and innovative trial operations)
- 7+ years of experience in pharmaceutical clinical drug development
- Demonstrated knowledge and practical experience in programming and data analysis e.g. R, Python
- Proven track record in developing and implementing technology solutions, including AI, in life sciences and knowledgeable on application of different AI models to solve business problems
- Led strategy development and effectively translated into the development and implementation of projects/programs within a complex matrix environment
- Deep understanding of data analytics tools and techniques, and be able to interpret and analyze large datasets to extract meaningful insights

### **Preferred Qualifications:**

- Advanced degree or equivalent education/degree in life science/healthcare

Novartis Compensation and Benefit Summary: The pay range for this position at commencement of employment is expected to be between \$185,000 to \$344,200/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:** 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

Functional Area

Research & Development

Job Type

Full time

Employment Type

Regular

Shift Work

No

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