

Mahajan, Vinay

From: Pfaff, Julie on behalf of Srinivasan, Badhri
Sent: Wednesday, October 26, 2016 3:37 PM
Subject: GDO N-3 leadership appointments



Dear all,

I believe that ensuring we have the right talent in place is critical for our new organization as this will be the foundation for the vision and culture that we aspire to for Global Development Operations (GDO), and ultimately for the success of Novartis drug development.

As part of our journey to become the industry leader in drug development operations, I am pleased to announce the N-3* leadership appointments (those who report to a GDO leadership team member) for some of our line functions, namely Data Management, Statistical Programming and Document Excellence, effective November 1st.

Global Data Management: The following associates will report to **Demetris Zambas**, Global Head, Data Management (a.i.):

- **Sheila Straub**, Global Head, Data Management – Oncology (a.i.)
- **Rajesh Kunhandy**, Global Head, Data Management – Pharmaceuticals
- **Lee Marshall**, Global Head, Data Management – Sandoz
- **Rakesh Maniar**, Global Head, Clinical Database Delivery
- **Leianne Ebert**, Global Head, Data & Process Standards
- **Sarah Clark**, Global Head, Data Management Operations (a.i.)
- **Shinji Nishida**, Site Head, Statistical Programming & Data Management – Japan (as previously announced)
- **Sanjay Bhardwaj**, Global Program Lead, NEO

Global Statistical Programming: The following associates will report to **Darren Weston**, Global Head, Statistical Programming:

- **Insa Gathmann**, Global Head, Statistical Programming – Oncology

- **Olivier Leconte**, Global Head, Statistical Programming – Pharmaceuticals, Sandoz & NIBR
- **Simon Walsh**, Global Head, Statistical Programming – Technology, Standards & Processes
- **James Gallagher**, Global Head, Statistical Programming Operations
- **Sumedha Jayawardene**, Site Head, Statistical Programming – India
- **Wei Chen**, Site Head, Statistical Programming – China
- **Shinji Nishida**, Site Head, Statistical Programming & Data Management – Japan (as previously announced)

Global Document Excellence: The following associates will report to **Stephen Eason**, Global Head, Document Excellence**:

- **Jean-Marc Boulaire**, Global Head, Document Excellence – Oncology & Sandoz
- **Mike Kapin**, Global Head, Document Excellence – Medical Devices & Diagnostics
- **Linda Matrisciano-Dimichino**, Global Head, Submission Management
- **Shari Bodnoff**, Global Head, Document Excellence Operations
- **Satomi Ando**, Site Head, Document Excellence – Japan (as previously announced)
- **Note – in addition to his overall leadership of the Global Document Excellence function, Stephen will also serve as Global Head, Document Excellence – Pharmaceuticals & NIBR.

We take this occasion to thank the transition leadership teams and wish the newly appointed N-3 leaders all the best of success.

What is next?

I expect there will be minimal change to daily activities and services provided as a result of these announcements. Please remain focused on the deliverables that we need to complete by the end of 2016. As we continue to evolve, all GDO teams will implement more Group-wide harmonization activities to increase our effectiveness and develop breakthrough treatments more efficiently.

The creation of the organizational design for the Development Operation Services (DOS) and External Development Operations (EDO) line functions remains a work in progress. The finalization of structure and then selection of N-3 for these two functions is expected to be completed shortly.

The commitment that my leadership team and I subscribe to is to communicate the new organization set-up transparently as it evolves. Your partnership is pivotal for our vision which will ensure the continued advancement of our portfolio and create a unique environment where our associates will have opportunities to learn, thrive and further broaden their experiences.

If you have any questions, please do not hesitate to contact your HR Business Partner or the GDO leadership team through AskGDO@novartis.com.

Best regards,

Badhri

*More details on structure terminology: N = Vas; N-1 = myself and my peers at the GDD leadership team; N-2 = the GDO leadership team

