

Associate Director, Product Design & UX

Job ID
REQ-10047033

10月 13, 2025

USA

摘要

The location for this role is East Hanover, NJ.

About the Role

The Associate Director, Product Design & UX is dedicated to the design of optimized, highly personalized, User Interfaces and Interactions; possessing deep expertise across specific domains such as Data Visualization, Digital Products, Platform Applications, and Design System environments. The combination of these skills is intended to create exceptional, highly targeted digital product solutions across a vast ecosystem of technology platforms. Intended not only to be visually appealing and user-friendly, but also to address the unique needs and complexities within the specialized fields of Cardiovascular, Immunology, Neuroscience, and Oncology.

Role and Responsibilities:

- Understanding User Needs (SMEFocus): Support in-depth user research activities within their specialized domain to identify user needs, pain points, and workflows, ensuring the design is tailored to the specific context of each persona.
- Balancing Creativity & Functionality (UI & Product Design): Focus on both the aesthetics and usability of the product interface, ensuring a seamless user experience is achieved while adhering to established core usability and accessibility principles.
- Dynamic User Interface Design (UI Expertise): Create meaningful UI artifacts that encompass iconography, typography, texture, treatments, patterns, color, balance, contrast, proximity, and hierarchy. Outputs may include wireframes, storyboards, user flows, visual mockups, and prototypes.
- Information Architecture: Structure and organize content and information within the product environment to make it easy, usable, intuitive, and supported by all logical interactions.
- Design for Complex Systems: Simplify intricate workflows, accommodate various user roles, and account for the human element of a system when
- designing for potentially complex user scenarios.
- Collaboration & Communication: Collaborate efficiently with cross-functional teams, including product managers, developers, and stakeholders, to ensure the design aligns with business objectives and technical constraints.
- Advocacy for the User: Champion the end user throughout the product development lifecycle, ensuring their needs are met, particularly in requirements gathering and usability testing.
- Iterative Design & Continuous Improvement: Test designs, gather user feedback, and iterate to improve the product's design and functionality.
- Design System Management and Governance: Creating and refining UI components, interaction patterns, and design documentation. Core focus on creating, maintaining, and evolving the Novartis IDS suite of reusable UI components, tokens, libraries, widgets, and design guidelines, ensuring consistency across all digital products.

Essential Requirements:

- Degree, Bachelor's or Master's of Design, Computer Science, HCI, User experience, or related field.
- Minimum 4-6 years of experience in Product UI and Interaction Design, UX or related roles.
- Strong understanding of Human-Centered Design principles, frameworks, and best practices.
- Excellent communication, presentation, and stakeholder management skills.
- Must have in-depth Design System experience and expertise.
- Ability to influence and drive change in a complex organizational environment.
- Strong analytical skills; ability to translate all data insights into actionable solutions.
- Certifications in HCD/UX/UI design or related areas is desirable.
- Deep expertise with any of the following tools:
 - Figma
 - Adobe CC
 - Storybook

- Zeplin
- Miro
- Curser
- Mural/Miro/Microsoft Whiteboard
- Notion/Teamwork/Clickup
- Confluence/Jira
- Userzoom/Usertesting

Novartis Compensation and Benefit Summary:

The pay range for this position at the commencement of employment is expected to be between \$126,000.00 and \$234,000.00 per year. However, while salary ranges are effective from 1/1/24 through 12/31/24, 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, the 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 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.

部门
US

Business Unit
Universal Hierarchy Node

地点
USA

状态
New Jersey

站点
East Hanover

Company / Legal Entity
U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area
Marketing

Job Type
Full time

Employment Type
Regular

Shift Work
No

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