

AI & Innovation Director PTDI

Job ID
REQ-10062722

10月 10, 2025

India

摘要

Job Title: Director - AI & Innovation, People & Organization (P&O)

#LI-Hybrid

Primary Location: Hyderabad

Relocation Support: Yes

At Novartis, we 're reimagining the future of work—and the Director - AI & Innovation, People & Organization (P&O) will be at the heart of that transformation. This is a rare opportunity to lead enterprise-wide AI adoption, shape the future of responsible AI, and drive innovation that empowers our people and organization to thrive in a digital-first world. If you 're a visionary leader who blends technical depth with strategic influence and thrives on turning bold ideas into real-world impact, this role offers a global platform to make a difference.

About the Role

Key Responsibilities

- Define and evolve the AI strategy for P&O aligned with enterprise digital and transformation goals
- Translate future technology trends into actionable roadmaps with measurable business impact
- Rapidly scale AI prototypes into enterprise-ready solutions with governance and adoption frameworks
- Champion Responsible AI by embedding ethical guardrails and compliance into all AI initiatives
- Influence senior stakeholders through compelling storytelling and strategic alignment across functions
- Establish governance structures that ensure transparency, accountability, and cross-functional collaboration
- Co-create scalable solutions with IT, Legal, and P&O to break down silos and drive enterprise value
- Lead AI literacy and change programs to foster trust, curiosity, and adoption across the organization
- Track and report AI adoption, impact, and ROI through robust measurement frameworks
- Manage budgets, vendors, and teams to balance innovation with disciplined delivery and talent growth

Essential Requirements

- 15+ years in P&O technology and AI/digital transformation within large, global organizations
- Proven success in scaling enterprise AI or digital solutions from strategy to execution
- Deep understanding of P&O operating models and HCM systems to address strategic priorities
- Strong executive presence with ability to influence and engage C-level stakeholders
- Demonstrated expertise in Responsible AI, governance, and risk management frameworks
- Ability to balance visionary thinking with hands-on delivery in complex environments
- Desirable Requirements
- Experience leading enterprise-wide P&O AI/ML initiatives or building AI literacy and adoption programs
- Familiarity with AI open-source platforms and orchestration frameworks such as Hugging Face or LangChain

Commitment to Diversity and Inclusion:

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 individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to perform the essential functions of a position, please send an e-mail to diversityandincl.india@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message

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>

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部门

People & Organization

Business Unit

Universal Hierarchy Node

地点

India

站点

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Alternative Location 1

Prague, Czech Republic

Functional Area

Data and Digital

Job Type
Full time

Employment Type
Regular

Shift Work
No

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