

AI Change Lead

Job ID
REQ-10068620

12月 16, 2025

United Kingdom

摘要

#LI-Hybrid

Location: London, UK or Prague, Czech Republic or Barcelona, Spain or Dublin, Ireland

As the AI Change Lead, you will drive enterprise-wide adoption of AI technologies by leading strategic change initiatives, fostering AI fluency, and embedding AI-enabled behaviours across the organisation. This role is pivotal in ensuring that employees are equipped, engaged, and empowered to leverage AI tools to enhance productivity, innovation, and decision-making in line with our Novartis ambition to become AI-enabled by 2028. This role requires a blend of strategic thinking, creative agility, and deep understanding of AI's impact on people, processes, and culture.

About the Role

This role is open as temporary contract for maternity leave.

Key Responsibilities:

- Lead and execute change management strategies to enhance AI Fluency across Novartis, ensuring alignment with AI Strategy and Novartis culture.
- Design and deliver AI fluency programme tailored to different audiences (leaders, managers, general users), including KPIs and success measures.

Build change management learning interventions as needed to help leaders prepare teams to continually adopt changes to ways of working resulting from ongoing integration of AI technologies

- Collaborate with cross-functional teams (e.g. DDIT and unit learning teams) to ensure seamless adoption and utilization of AI technologies.
- Coach senior leaders to role-model AI behaviors and support their teams through transitions.

Build and activate communities of practice (e.g. AI champions network) to support the diffusion of AI technologies across the organization.

- Translate complex AI concepts into accessible narratives through storytelling, campaigns, and engagement events.
- Champion a culture of experimentation, curiosity, and responsible AI use.
- Curate and amplify internal success stories, use cases, and impact metrics to build trust and momentum.
- Monitor adoption metrics, feedback loops, and behavioral indicators to refine change strategies.

You should have extensive experience in change management. You should be able to manage multiple projects simultaneously and have strong analytical and problem-solving abilities.

Essential Requirements:

- Proven experience in change management, organizational development, or transformation leadership (8+ years).
- Strong understanding of GenAI tools (e.g. ChatGPT and Copilot)
- Excellent communication, facilitation, and stakeholder management skills.
- Experience designing and delivering training, workshops, and behavioral change programme.
- Comfortable navigating ambiguity and driving clarity in fast-paced environments.

Commitment to Diversity & Inclusion:

We are committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

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>

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>

部门

People & Organization

Business Unit

Human Resources

地点

United Kingdom

站点

Home Worker

Company / Legal Entity

GB16 (FCRS = GB016) Novartis Pharmaceuticals UK Ltd.

Alternative Location 1

Barcelona Gran Vía, Spain

Alternative Location 2

Dublin (NOCC), Ireland

Alternative Location 3
Prague, Czech Republic

Functional Area
Human Resources

Job Type
Full time

Employment Type
Temporary (Fixed Term)

Shift Work
No

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