Global Head, AI Enterprise Transformation

Job ID
REQ-10071879

2 16, 2026

USA

Location: this role can be based in East Hanover, NJ or Cambridge, MA US, or Basel Switzerland. If based in Europe please apply to REQ-10071756.
LI-#hybrid

Novartis is seeking a Global Head, AI Enterprise Transformation to lead the Reimagining Work initiative; a multi year effort focused on fundamentally redesigning how work gets done in an AI enabled world. It focuses on rethinking work at the activity and decision level, integrating AI and automation where they create value, and evolving operating models, capabilities, and governance so Novartis can achieve sustainable productivity, agility, and better employee experience at scale.

This role will set and drive the strategic direction, execution and enterprise impact of the Reimagining Work initiative over a multi year horizon, translating future of work ambition into tangible, people centric and AI enabled organizational change at scale.

About the Role

Key responsibilities:

- Set and continuously refine the enterprise‑wide vision, ambition and roadmap for the Reimagining Work initiative, aligned with business strategy, technological evolution and people and organization priorities.
- Lead and own the Reimagining Work / Transformation Office end‑to‑end, with full accountability for delivery, outcomes and benefits realization over a multi‑year horizon.
- Drive disciplined program governance, prioritization and execution, ensuring momentum and translation of strategy into implemented change at scale.
- Leverage AI, automation, and emerging technologies to redesign work and processes, partnering with technology and digital leaders to enable practical, organization‑ready solutions.
- Orchestrate enterprise organizational transformation across multiple levers, including organization design, workforce implications, capability shifts, leadership behaviors and culture.
- Act as a senior enterprise leader and trusted partner to ECN and other senior stakeholders, navigating complexity, trade‑offs and cross‑enterprise dependencies.
- Lead (directly or indirectly) a high‑performing Transformation Office team, modeling empowering leadership, accountability and a future‑ready culture.

Essential requirements:

- 10+ years minimum of senior executive experience leading complex, enterprise‑wide transformation programs with demonstrable delivery and impact.
- Strong consulting mindset combined with deep corporate and business experience; proven ability to design, influence and execute.
- High level of AI, digital, and technology fluency as it relates to work, process and organizational redesign (versus hands‑on development and engineering).
- Proven ability to operate with enterprise‑level gravitas, influence senior stakeholders and drive results in highly matrixed environments.
- Track record of people‑centric leadership, organizational design and large‑scale change management.
- Bachelor's degree required, advanced degree (PhD, MD, MBA etc.) highly desirable.

Novartis Compensation Summary:

The salary for this position is expected to range between $288,400.00 and $535,600.00 USD per year.

The final salary offered is determined based on factors like, but not limited to, relevant skills and experience, and upon joining Novartis will be reviewed periodically. Novartis may change the published salary range based on company and market factors.

Your compensation will include a performance-based cash incentive and, depending on the level of the role, eligibility to be considered for annual equity awards.

US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a variety of other benefits. In addition, employees are eligible for a generous time off package including vacation, personal days, holidays and other leaves.

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: Learn about all the ways we'll help you thrive personally and professionally. Read our handbook (PDF 30 MB)

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.

Strategy & Growth

Business Unit
General Management

USA

New Jersey

East Hanover

Company / Legal Entity
U061 (FCRS = US002) Novartis Services, Inc.

Alternative Location 1
Basel (City), Switzerland

Functional Area
BD&L & Strategic Planning

Job Type
Full time

Employment Type
Regular

Shift Work
No

function adjustKalturaPlayer() { var deviceWidth = window.innerWidth || document.documentElement.clientWidth || document.body.clientWidth; var mediaElement = document.getElementById("kalturaplayer69948ab1b113e312769800"); var mediaContainer = mediaElement.closest('.nc-kaltura-media'); var originalWidth = "1200px"; var originalHeight = "674px"; var originalWidthValue = parseFloat(originalWidth); var originalHeightValue = parseFloat(originalHeight); var mediaType = "video"; var isResponsive = false; //Get computed styles of the container element. var parentStyles = window.getComputedStyle(mediaContainer); var finalWidth = parseFloat(parentStyles.width); if (finalWidth var config = { targetId:

"kalturaplayer69948ab1b113e312769800", provider: { widgetId: "1Om7rm1pm", partnerId: "2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false, allowMutedAutoPlay: false, loop: false }, sources: { options: {}, startTime: 0 }, plugins: { download: { disable: true }, "playkit-js-transcript":{ position: "right", //Default: bottom;(' left' , ' right', ' top' , 'bottom') to enable transcript expandMode: "over", //Default: alongside;(' alongside', ' hidden' , 'over') expandOnFirstPlay: false, showTime: true, downloadDisabled: false, printDisabled: false, disable: true } }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu: false }, components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [{ presets: ['Playback', 'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get KalturaPlayer.ui.components.Remove }] } }; config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; config.plugins.floating = { disable: true }; config.plugins.navigation = { position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; config.plugins['playkit-js-hotspots'] = { disable: true }; config.plugins['playkit-js-moderation'] = { disable: true }; config.plugins['playkit-js-info'] = { disable: true }; config.plugins.share = { disable: true }; config.ui.uiComponents = []; config.plugins.googleTagManager = {}; config.plugins.googleTagManager.customEventsTracking = {}; config.plugins.googleTagManager.containerId = 'GTM-57RJQ5'; config.plugins.googleTagManager.customEventsTracking.custom = []; config.plugins.googleTagManager.customEventsTracking = { preset: { coreEvents: true, UIEvents: false, playlistEvents: false, castEvents: false } };

try { var kalturaPlayer = KalturaPlayer.setup(config); //Add the player to the global array. if (typeof kalturaPlayerVideos !== 'undefined') { kalturaPlayerVideos.push(kalturaPlayer); } else { var kalturaPlayerVideos = []; kalturaPlayerVideos.push(kalturaPlayer); } //Load the Player for other media. kalturaPlayer.loadMedia({entryId: "1dgfvmafo"}); setTimeout(() => { setupAutoPause(kalturaPlayerVideos); }, 500); function setupAutoPause(players) { players.forEach((currentPlayer) => { currentPlayer.addEventListener('play', () => { players.forEach((otherPlayer) => { if (otherPlayer !== currentPlayer && typeof otherPlayer.pause === 'function') { otherPlayer.pause(); } }); }); }); } } catch (e) { console.error(e.message) }

VIDEO

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