

Director of Internal IDS Communications

Job ID
REQ-10072228

3月 05, 2026

USA

摘要

#LI-Remote

Lead, drive, and execute the internal communications strategy and implementation for Insights & Decision Science (IDS) Function, driving employee engagement, strategic messaging, and organizational alignment. Serve as a trusted advisor to the Chief Insights and Decision Science Officer (CISDO), Chief Data Officer (CDO), and IDS Leadership Team, shaping impactful communications that foster connection, clarity, and a shared sense of purpose across the organization.

Key Responsibilities:

- Own and lead the internal communications strategy for the IDS Function, serving as a trusted advisor to the CISDO, CDO, and IDS Leadership Team
- Develop and cascade strategic messaging frameworks that align IDS priorities with U.S. business and enterprise objectives
- Lead internal communications for major enterprise initiatives, including CRM implementation, NovaOS platforms, and U.S. AI and data upskilling programs

- Shape and deliver executive communications in the voice of the CISO, enhancing leadership visibility and clarity; support executive thought leadership as needed
- Lead change and transformation communications across data, analytics, AI, and platform modernization initiatives
- Translate complex data, AI, and governance topics into clear, compelling messages for diverse internal audiences
- Design and execute communication plans for key CDO- and IDS-led programs, including milestones and success stories
- Own and manage IDS internal content and channels (intranet, newsletters, leadership decks, FAQs, collaboration platforms)
- Establish engagement, feedback, and measurement frameworks to assess impact and continuously optimize communications
- Manage the internal communications budget, agency partners, and ROI while ensuring regulatory and corporate compliance

This position can be based remotely anywhere in the U.S. (there may be some restrictions based on legal entity). Please note that this role would not provide relocation as a result. The expectation of working hours and travel (domestic and/or international) will be defined by the hiring manager. This position will require 20% travel.

About the Role

Essential Requirements:

- Minimum 8+ years of experience in communications or a related discipline, preferably within healthcare and/or pharmaceuticals; tech sector experience a plus
- Experience in technology and/or AI related industries or roles
- Proven ability to develop and execute integrated communications plans, with a strong emphasis on internal communications
- Demonstrated success building trusted relationships and providing strategic counsel to senior and executive leadership
- Expertise in change management and organizational communications
- Event management experience, including planning and execution
- Exceptional written and verbal communication skills, including narrative writing and content development
- Strong business acumen, analytical thinking, and ability to simplify complex issues into clear, effective solutions
- Collaborative, enterprise wide mindset with comfort working in a matrixed, fast paced, and ambiguous environment
- Deep understanding of the U.S. healthcare landscape, emerging technology and AI trends, with experience in agency management and AI driven content creation using top tier LLMs

Novartis Compensation Summary:

The salary for this position is expected to range between \$152,600.00 and \$283,400.00 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.

部门
US

Business Unit
Marketing

地点
USA

状态
Remote, US

站点
Remote Position (USA)

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

Alternative Location 1
Cambridge (USA), Massachusetts, USA

Alternative Location 2
East Hanover, New Jersey, USA

Functional Area
Communications & Public Affairs

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("kalturaplayer69aab1c3d702d885620430"); 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:
"kalturaplayer69aab1c3d702d885620430", provider: { widgetId: "10m7rm1pm", 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: "1_dgfvmafo"}); 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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