Director, Transformation Architect (1 of 2)

Job ID
REQ-10072404

2   27, 2026

USA

#LI-Remote

This position can be based remotely anywhere in the U.S. (there may be some restrictions based on legal entity). The expectation of working hours and travel (domestic and/or international) will be defined by the hiring manager. This position will require 30% travel.

Novartis is unable to offer relocation support for this role: please only apply if this location is accessible to you.

Company will not sponsor visas for this position.

The Director, Transformation Architect is a strategic leader who helps bring Novartis's Future Go To Market Transformation to life by guiding meaningful organizational, cultural, and behavioral change. This role blends deep change management expertise with a human centered approach to ensure new ways of working are not only thoughtfully designed, but fully embraced and sustained. Partnering across functions and levels, the Transformation Architect builds strong coalitions and shared ownership to evolve how the organization operates – shifting from internally driven priorities to

models grounded in customer needs, field realities, and future commercial readiness. By weaving together change strategy, cultural activation, and operational design, this leader embeds transformation into the fabric of the organization and delivers lasting, measurable impact.

About the Role

Key Responsibilities:

- Design and guide practical frameworks, processes, and approaches that help the organization confidently bring evolving go to market models to life.
- Ensure operational foundations – such as governance, decision making, and capability development – are thoughtfully aligned, coordinated, and embedded into everyday ways of working.
- Champion mindsets and behaviors that strengthen customer centricity, agility, and shared enterprise accountability.
- Create and activate strategies that foster psychological safety, leadership engagement, and team resilience, enabling teams to adapt and thrive through change.
- Partner across the organization to support the adoption and integration of new practices, ensuring improvements are embraced and sustained over time.
- Establish meaningful feedback loops and leverage data driven insights to track progress, measure impact, and continuously refine transformation efforts.
- Collaborate closely with cross functional partners to drive alignment and cohesion across all transformation initiatives.
- Serve as a trusted advisor to senior leaders, helping them navigate complexity and support their teams through periods of growth and evolution.

Essential Requirements:

- Bachelor's degree required from 4-year college or university.
- 10+ years' experience in organizational change management, cultural transformation, or organizational effectiveness, within pharmaceutical, biotech, healthcare, or similarly structured industries with large, geographically dispersed teams. We also welcome candidates from other complex environments such as medical devices, diagnostics, life sciences services, insurance, consumer health, or B2B sectors.
- Deep expertise in established change management methodologies (such as PROSCI, Kotter, or ADKAR), with the ability to thoughtfully adapt frameworks to fit real world business contexts.
- Proven experience leading both structural and cultural transformation within large, complex organizations.
- Strong facilitation, communication, and influence skills, with the ability to engage and inspire stakeholders at all levels and across functions.
- Demonstrated ability to balance long term transformation ambitions with disciplined, near term execution.
- Track record of fostering cultures grounded in agility, adaptability, and continuous improvement.
- Experience partnering closely with communications teams to drive, measure, and sustain

adoption of transformation initiatives.

Desirable Requirements:

- Brings a strategic mindset grounded in operational rigor, with the ability to navigate ambiguity and bring clarity to complex challenges.
- Passionate about enabling enterprise transformation and shaping future ready engagement models that help teams and organizations thrive.

Novartis Compensation Summary:

The salary for this position is expected to range between $185,500.00 and $344,500.00 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:

Accessibility & Reasonable Accommodations

US

Business Unit
General Management

USA

Remote, US

Remote Position (USA)

Company /Legal Entity
UO14 (FCRS = USO14) Novartis Pharmaceuticals Corporation

Alternative Location 1
East Hanover (New Jersey), New Jersey, USA

Functional Area
Sales

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("kalturaplayer69a3d95d3eb43189100262"); 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: "kalturaplayer69a3d95d3eb43189100262", 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

Job ID
REQ-10072404

Director, Transformation Architect (1 of 2)

[Apply to Job](#)

Job ID
REQ-10072404

Director, Transformation Architect (1 of 2)

Source URL:
https://www.novartis.com.cn/careers/career-search/job/details/req-10072404-director-transformation-architect-1-2

List of links present in page

1. https://www.novartis.com/about/strategy/people-and-culture
2. https://www.novartis.com/sites/novartiscom/files/novartis-life-handbook.pdf
3. mailto:us.reasonableaccommodations@novartis.com
4. https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Remote-Position-USA/Director--Transformation-Architect--1-of-2-REQ-10072404-1
5. https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Remote-Position-USA/Director--Transformation-Architect--1-of-2-REQ-10072404-1