NOVARTIS

ED, Functional AI & Process Excellence - IDS

Job ID
REQ-10074849

3   27, 2026

USA

The location for this role is East Hanover, NJ.

About the Role

Novartis seeks an Executive Director with extensive experience in AI strategy development and execution. The ideal candidate will have a proven ability to lead AI initiatives and possess a deep understanding of AI best practices and pharmaceutical data and external data vendors.

The Executive Director of Functional AI and Process Excellence, works with a team of other EDs of Functional AI and Process Excellence leads across Novartis as part of a Functional Working Group, to elevate NVS capabilities, catalyze adoption, accelerate culture change and pull-through process changes in close partnership and coordination with the Function Head, or a member of the Function leadership team.

Reporting to the Head of AI & Innovation, Insights and Decision Sciences, this role serves as a thought leader and catalyst for AI adoption, process mapping and optimization, guiding functional teams in leveraging AI to enhance business performance. By fostering a strong AI culture, implementing best practices, and ensuring alignment with the broader AI strategy, this role will enable Novartis to maximize the value of AI investments within their respective functional areas.

This role is also accountable as a standing member of the AI Functional Working Group, is accountable to fully participate and drive functional adoption of enterprise standards, governance and pull-through of AI and Data programing, training and other centrally created use cases, programs and initiatives, the Process Excellence team and their respective functional areas, ensuring that AI solutions, Process Optimizations are strategically deployed, governed effectively, and continuously optimized to support enterprise-wide objectives.

Major Accountabilities:

- Lead efforts in function to embed AI into functional workflows, ensuring AI solutions enhance decision-making, operational efficiency, and business impact.
- Foster a culture of innovation and data-driven decision making within each function to promote knowledge-sharing, cross-functional collaboration, and the scaling of successful AI initiatives.
- Provide oversight on AI deployment within functions, ensuring adherence to governance frameworks, regulatory requirements, and ethical AI principles.
- Establish performance objectives for other in functional AI efforts, leads and implement metrics to measure AI's impact on functional and business goals, ensuring AI value realization is consistently assessed.
- Ensure functional area teams have knowledge of available AI applications
- Identify, assess, and prioritize AI opportunities within functions, ensuring AI initiatives are strategically aligned, scalable, and focused on high-value business outcomes.
- As part of the AI Functional Working Group, ensure Novartis stays at the forefront of AI-driven healthcare transformation by leveraging cutting-edge AI practices to enhance the organization's competitive edge in healthcare.
- Work across General Management, Marketing, Customer Engagement, Market Access, Novartis Patient Support, and Medical to drive AI-led innovation, ensuring AI is leveraged effectively to enhance business performance.
- As a core member of the AI Functional Working Group (FWG) the AI lead is accountable to the Head of AI Strategy and Innovation to ensure functional AI opportunities are aligned with the US strategy, and executed in alignment and coordination with AI governance.
- Lead efforts in function to identify key processes, partner on process mapping (within the function and BPE) and identification of opportunities to drive future efficiency, effectiveness and technology opportunities

Requirements:

Bachelor's or Master's degree in Information Management, Computer Science, Business Administration, or related field.

Additional qualifications are as follows:

- Ten plus years of experience in AI strategy, digital transformation, data science, or product management, with a focus on AI adoption within large, matrixed organizations
- Deep knowledge of AI and data technologies (e.g., machine learning, NLP, predictive analytics) and their application in commercial, medical, and operational functions
- Deep understanding of the functional area landscape, including strong focus on strategic insights, decision science, and/or analytics within the respective domain
- Proven leadership experience in driving AI adoption, managing cross-functional teams, and influencing senior stakeholders to align AI initiatives with business goals
- Experience in AI governance, ethics, and compliance, ensuring responsible AI deployment that aligns with regulatory and industry standards
- Track record of building and scaling functional AI excellence, fostering collaboration, knowledge-sharing, and capability-building within an organization
- Exceptional communication and executive presence, with the ability to engage and influence senior leadership, present AI insights, and drive strategic decision-making
- Passion for innovation and continuous learning, staying ahead of AI advancements, emerging trends, and best practices to drive long-term AI transformation

The pay range for this position at commencement of employment is expected to be between $194,600.00 to $361,400.00 a year; however, while salary ranges are effective from 1/1/26 through 12/31/26, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills and abilities. The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, the employee will be in an "at-will position" and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

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)

US

Business Unit
Marketing

USA

New Jersey

East Hanover

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

Functional Area
Technology Transformation

Job Type
Full time

Employment Type
Regular

Shift Work
No

Job ID
REQ-10074849

ED, Functional AI & Process Excellence - IDS

Apply to Job

Job ID
REQ-10074849

ED, Functional AI & Process Excellence - IDS

[Apply to Job](#)

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. https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/East-Hanover/ED--Functional-AI---Process-Excellence---IDS_REQ-10074849-1
4. https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/East-Hanover/ED--Functional-AI---Process-Excellence---IDS_REQ-10074849-1