

Director, Technology & Engineering for Software and Workflows

Job ID
REQ-10088115

十月 01, 2026

India

摘要

Imagine leading the organization that turns emerging technologies, scientific ambition, and bold ideas into software that helps researchers discover medicines faster.

As Director of Technology & Engineering within Novartis Biomedical Research Data & Digital Software & Workflows, you will shape how high-quality, AI-enabled software solutions are designed, built, and delivered across scientific workflows and laboratory processes. You will lead software engineering and AI engineering leaders, set a clear technical direction, and create the conditions for teams to deliver meaningful outcomes with speed, quality, and confidence.

This is an opportunity for a curious, learning-oriented technology leader who can navigate complexity, anticipate what is next, and translate strategy into focused execution. You will bring together talented people across engineering, science, architecture, operations, security, and enterprise technology, challenging established approaches, making thoughtful trade-offs, and helping teams learn and grow as they deliver.

About the Role

Internal job title: Director, Technology & Engineering

Position Location: Hyderabad

The Software & Workflows organization partners with scientists, data experts, and AI specialists across Novartis Biomedical Research to transform scientific workflows and laboratory processes. Our ambition is to make advanced digital and AI capabilities usable, scalable, and impactful, helping teams generate better insights, improve decisions, and accelerate the discovery of innovative medicines.

You will lead technology and engineering execution across a broad portfolio of time-bound software delivery initiatives. Your role will combine strategic technical leadership with delivery accountability: building a high-performing organization, advancing modern and AI-enabled engineering practices, and ensuring that solutions meet demanding standards for quality, performance, security, compliance, and reliability.

Key Responsibilities

- **Lead with purpose:** Set a compelling direction for technology and engineering, connecting team priorities and technical choices to scientific impact and organizational strategy.
- **Shape a learning culture:** Encourage curiosity, experimentation, constructive challenge, and learning from outcomes while fostering urgency, trust, clarity, and shared ownership.
- **Build exceptional teams:** Lead, coach, and develop engineering managers, technical leaders, and AI engineering capabilities while creating opportunities for people to grow and thrive.
- **Accelerate AI-enabled engineering:** Champion the responsible integration of AI tools and agents into a robust, modern engineering framework and practices.
- **Raise the engineering bar:** Advance scalable architecture, DevOps, continuous integration and delivery, test automation, observability, and operational excellence.
- **Protect sustainable value:** Ensure engineering approaches align with enterprise strategy, architectural standards, security, compliance, and responsible AI governance.
- **Influence beyond authority:** Build trusted relationships across organizational boundaries and communicate complex technical topics in ways that enable timely, informed decisions.
- **Create alignment:** Partner with delivery, architecture, operations, security, compliance, enterprise technology teams, and software vendors to turn diverse perspectives into clear decisions and coordinated action.
- **Deliver meaningful outcomes:** Own engineering execution across a broad portfolio of initiatives, ensuring high-quality solutions are delivered predictably within agreed scope, budget, and timelines.

- Navigate complexity: Apply strategic agility to manage dependencies, risks, resources, and trade-offs, adapting plans as priorities and technologies evolve.

Essential Requirements

You are an inspiring and pragmatic technology leader who combines strategic perspective with a strong bias for execution. In short, while your expertise is in technology, your passion is with the outcomes. You are energized by complex problems, motivated by scientific impact, and committed to helping people perform at their best.

You bring:

- Significant experience leading technology functions, engineering managers, technical leaders, and multidisciplinary software teams in a global, matrixed environment.
- A strong learning mindset and curiosity, with the ability to explore emerging technologies, seek diverse perspectives, and turn new insights into practical action.
- Strategic agility—the ability to connect long-term direction with near-term priorities, simplify complexity, and adapt decisively as circumstances evolve.
- A track record of leading large-scale SaaS, commercial, custom-built, on-premises, and cloud-based software solutions with measurable business or scientific impact.
- Deep understanding of modern AI-enabled software engineering practices, including DevOps, continuous integration and delivery, test automation, and Agile or Lean delivery.
- Experience integrating AI models, agents, or other AI-enabled capabilities into production software and engineering workflows.
- Demonstrated success leading complex, time-bound initiatives and improving delivery predictability, quality, and operational performance.
- Excellent communication and influencing skills, including the ability to engage senior leaders and translate technical complexity into clear choices and recommendations.
- A leadership style grounded in integrity, empowerment, accountability, collaboration, and genuine commitment to developing others.
- The courage to challenge the status quo, take thoughtful risks, learn quickly, and help teams turn uncertainty into progress.

Desirable Requirements

- Experience in the pharmaceutical industry, life sciences, research, or another highly regulated environment.

- Experience leading globally distributed teams and collaborating across scientific, technical, vendor, and enterprise functions.
- Evidence of building inclusive, high-performing cultures in which people learn from one another and achieve more together.

What Success Looks Like

In this role, you will shape a technical organization known for clarity, learning, and dependable delivery excellence. Teams will understand how their work contributes to scientific outcomes, leaders will grow in capability and confidence, and partners will experience Technology & Engineering as a trusted force for progress. Together, you will turn emerging possibilities into reliable solutions that help advance drug discovery.

You 'll receive: You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook. <https://www.novartis.com/careers/benefits-rewards>

Commitment to Diversity and Inclusion:

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

Join our Novartis Network: If this role is not suitable to your experience or career goals but you wish to stay connected to hear more about Novartis and our career opportunities, join the Novartis Network here:

<https://talentnetwork.novartis.com/network>

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 \(PDF 30 MB\)](#)

Biomedical Research

Business Unit
Research

地点
India

站点
Hyderabad (Office)

Company / Legal Entity
IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area
Research & Development

Job Type
Full time

Employment Type
Regular

Shift Work
No

```
var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6ac71d7c77c62579538058", provider: { widgetId: "10m7rm1pm", partnerId:
"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false, muted: false, loop:
false }, sources: { options: {}, startTime: 0 }, disableUserCache: "true", plugins: {}, sources: { options:
{}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu:
false }, components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets:
['Playback', 'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
kPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
(kPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if
(kPlayer.plugins["transcript"]) { config.plugins["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 }; } if (kPlayer.plugins["preventSeek"]) {
```

```

config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; }
config.plugins.floating = { disable: true }; if (kPlayer.plugins["navigation"]) { config.plugins.navigation =
{ position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; } if
(kPlayer.plugins["hotspots"]) { config.plugins['playkit-js-hotspots'] = { disable: true }; } if
(kPlayer.plugins["moderation"]) { config.plugins['playkit-js-moderation'] = { disable: true }; } if
(kPlayer.plugins["info"]) { config.plugins['playkit-js-info'] = { disable: true }; } if
(kPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents = []; if
(kPlayer.plugins["googleAnalytics"]) { 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 } }; }

```

```

// Ensure the global player registry array always exists, regardless of embed type.
window.kalturaPlayerVideos = window.kalturaPlayerVideos || []; try { var thumbEmbedPromise =
thumbnailEmbed({config, mediaInfo: {entryId: "1dgfvmafo"}}); // thumbnailEmbed() returns a
Promise that resolves with the player instance // when the user clicks the thumbnail. Use .then() to
capture the player directly. thumbEmbedPromise .then(function(player) {
window.kalturaPlayerVideos.push(player); // Notify kalturadatalayer.js that a new player is ready so
it can // attach custom event listeners immediately, regardless of when // the user clicked the
thumbnail relative to page load. document.dispatchEvent(new CustomEvent('kalturaPlayerReady', {
detail: { player: player } })); }) .catch(function(error) { console.error(error); }); } catch (e) {
console.error(e.message) }

```

Accessibility and accommodation

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