NOVARTIS

Associate Director, AI Engineer

Job ID
REQ-10089995

十一月 17, 2026

Switzerland

摘要

#LI-Hybrid

Location: Basel, Switzerland

Other Locations: Prague, Czech Republic

Number of positions: Four

We are hiring four Associate Directors, AI Engineering to join BR Data & Digital, Software & Workflows in Basel. In this role, you will be a senior technical authority for production-grade agentic AI.

This is a hands-on, deep-technical individual contributor role, not a people-management position. You will own complex architecture and design decisions, establish engineering standards and reference architectures, and remain actively involved in engineering.

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 set the technical direction for agentic AI across a broad portfolio of software delivery initiatives, leading through technical influence. Working across engineering, science, architecture, operations, security and enterprise technology, you will translate complex needs into scalable solutions while ensuring high standards for quality, performance, security, compliance and reliability.

About the Role

What you'll work on

You will help shape agentic AI for drug discovery, scientific workflow automation and lab-in-the-loop systems. This includes the architecture behind complex multi-agent platforms supporting target identification and the broader discovery pipeline, automation of cross-functional research workflows, and systems that integrate AI reasoning with wet-lab experimentation.

Key Responsibilities

- Own the architecture and design of agentic AI platforms and solutions end to end, remaining hands-on through development, deployment, monitoring, reliability and continuous improvement.
- Take complex technical problems from ambiguous business needs through to hardened production solutions.
- Transform existing products, processes and workflows into scalable agentic AI-enabled capabilities.
- Own architecture decisions for agentic systems and LLM inference at scale on AWS, including Amazon Bedrock and AgentCore, balancing reliability, latency, cost, security and governance.
- Establish engineering best practices and reference architectures for AI system performance, scalability, security, governance and maintainability.
- Define DevOps, MLOps and AgentOps standards, including CI/CD, infrastructure as code, containerization, reproducible pipelines, model/data/prompt versioning and experiment tracking.
- Guide the evaluation, integration and optimization of AI models and orchestration frameworks

such as Strands, LangGraph, CrewAI or custom frameworks.

- Define evaluation and observability standards, including agent test sets, LLM-as-judge or human-review loops, tracing and cost/latency monitoring.
- Partner with product, data, architecture, security and business stakeholders to define technical roadmaps, platform standards and priorities aligned with business goals.
- Raise the technical bar through design reviews, coding standards and technical mentorship, leading through technical influence rather than direct reports.

Essential Requirements

- 8+ years of professional software/AI engineering experience, including shipping production-grade AI solutions, with a track record as a hands-on technical lead.
- Deep, hands-on expertise building AI agents on AWS, including Amazon Bedrock (models, Agents, Knowledge Bases and Guardrails) and Bedrock AgentCore (agent runtime, memory, tool access and identity).
- Proficiency with at least one agent framework such as Strands, LangGraph, LlamaIndex, CrewAI or custom orchestration, with the judgment to determine when a simple workflow is preferable to a multi-agent design.
- Strong Python expertise and experience with AWS services commonly used in agent architectures, including Lambda, Step Functions, ECS/EKS, API Gateway, DynamoDB, S3 and IAM.
- Experience with RAG, including chunking, embeddings and vector stores such as OpenSearch or pgvector, together with tool-use/function calling connecting agents to APIs, databases and enterprise systems. MCP experience is preferred.
- Deep DevOps/MLOps expertise, including CI/CD, infrastructure as code using CDK or Terraform, containers/orchestration, reproducible pipelines, ML evaluation and observability, with experience setting these standards for a team.
- Ability to take an ambiguous business problem through to a hardened production solution incorporating security, guardrails and robust error handling.
- Demonstrated ability to set technical direction, drive design decisions across engineers and communicate technical trade-offs clearly to product and business partners.

Desirable Requirements

- Experience operationalizing AI coding tools across engineering teams and working with vendor or external engineering partners.

- Experience with AI governance and compliance in a regulated or life-sciences environment, including awareness of the EU AI Act.

Rewards

At Novartis, we ' re committed to reimagining medicine together - and rewarding the people who make it happen.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and a minimum of 14 weeks paid parental leave.

Expected Annual Base Salary Range for role: 122,500.00 - 175,000.00 - 227,500.00 CHF Annual

The salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Further details will be provided during the application process.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our brochure to learn more about our global total rewards offering: https://www.novartis.com/sites/novartiscom/files/novartis-life-handbook.pdf

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

Commitment to Diversity and Inclusion / EEO paragraph:

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

Accessibility and Accommodation

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or to receive more detailed information about the essential functions of a position, please email inclusion.switzerland@novartis.com and share the nature of your request along with your contact information. Please include the job requisition number in your message.

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)

Primary location salary range
CHF122,500.00 - CHF227,500.00

部门
Biomedical Research

Business Unit
Information Technology

地点
Switzerland

站点
Basel (City)

Company / Legal Entity
C028 (FCRS = CH028) Novartis Pharma AG

Functional Area
Research & Development

Job Type
Full time

Employment Type
Regular

Shift Work
No

var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId: "kalturaplayer6afc3de4540a8228161797", 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 kaltura datalayer.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) }

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