NOVARTIS

Associate Director, Applied AI (FDE)

Job ID
REQ-10093111

十一月 17, 2026

United Kingdom

摘要

Location: London - Hybrid
We are not offering relocation for this role. Please apply if this location is accessible to you.
#LI-Hybrid

This is a hands-on senior role in the Data Science & AI (DSAI) team within Process Innovation, part of Strategy, Program & Portfolio Operations (SPPO) in Novartis Global Drug Development. Your focus is how Development works: the programme management, portfolio, governance and planning processes that move medicines from decision to decision. You will build, evaluate and scale AI skills for the assistants colleagues already use every day, such as Microsoft Copilot Cowork and Claude Cowork. These skills are built in language rather than code: instructions, checklists, templates and knowledge that tell the assistant how to do a real piece of SPPO work well.
The role centres on three questions that decide whether these skills create value. What knowledge do they need, and how do we organise it so every skill draws on the same trusted sources? How do we review and evaluate skills at scale, rather than one by one? And how do we earn enough trust to let skills act (drafting and updating documents, records and messages) rather than only advise? We are looking for an engineer who wants to code less and solve more business problems. You will build with AI tools such as Claude Code, GitHub Copilot or AWS Kiro, and your engineering foundations

are what let you design the system flow and the knowledge layer underneath each skill.

About the Role

Major accountabilities

Skill design: building in language

- Design and build skills for enterprise AI assistants (Microsoft Copilot Cowork, Claude Cowork) in which language is the programming interface: instructions, function-specific checklists, worked examples, templates and references to trusted sources.
- Translate SPPO processes and decisions, such as tollgate and governance reviews, development plan checks, portfolio reporting and programme documentation, into precise, testable skill specifications, working directly with the programme leaders and process owners who run them.
- Design how work flows across skills, agents and tools: what each step sees, what it produces, and where a human checks or decides. Apply agent-to-agent (A2A) patterns where skills in Copilot, Claude and other agents need to hand work to each other, with clear contracts for what is passed and who is accountable.
- Use AI building tools (Claude Code, GitHub Copilot, AWS Kiro) to author, test and maintain skills and the code around them, such as connectors, data preparation and evaluation harnesses, keeping each skill versioned, documented and correctly classified for the data it handles.
- Recognise when a need has outgrown a skill, and hand it over to the agentic engineering, product or platform teams with a clear evaluation record.

Knowledge that fuels the skills

- Organise the knowledge skills draw on into a shared, trusted layer: checklists, definitions, templates, guidance and reference documents, curated once and reused by every skill rather than copied into each.
- Decide what goes on the platform: specify which trusted sources skills need and how they are exposed, through Model Context Protocol (MCP) servers and approved connectors that DDIT builds and runs. Design the data structures and patterns behind this layer so skills reach the right sources in SharePoint, Teams and business systems with the right access, provenance and freshness, and so each source serves many skills rather than one use case.
- Keep this knowledge maintained, owned and versioned, so that a change to a checklist or guideline flows to every skill that uses it.

Review and evaluation at scale

- Build evaluation for every skill: test cases drawn from real documents, expert reference answers, and structured review (including AI-assisted grading checked against human experts), re-run whenever a skill changes.
- Measure what matters for the decision: correctness against expert judgement, coverage, hallucination and omission rates, consistency, and honest reporting of uncertainty.
- Make evaluation repeatable, so that review scales with the number of skills rather than the

number of reviewers, and monitor skills in use for quality and drift.
- Contribute to DSAI evaluation standards, working with the Director, AI Systems Engineering & Evaluation.

Trust for skills that act

- Define the path from advising to acting for each skill (read, draft, propose, act with approval, act on its own) and the evidence needed to move up a level.
- Set the guardrails for skills that write back, such as updating a document, a SharePoint list or a tracker, or sending a message: least-privilege access, previews, human approval points, reversibility and a clear audit trail.
- Ensure systems that act meet GxP, data privacy and Responsible AI requirements, working with Quality, Compliance and DDIT.

Forward deployment and the build factory

- Embed with SPPO teams (Global Program Management, portfolio, governance and operations) and the Process Innovation team, starting from the process and the decision rather than the technology: use design thinking and Lean methods to understand the work, find where skills can change how it runs, then land them in real use and measure their adoption and impact.
- Coach early-career scientists on rotation in AI-native building and evaluation, and share practice internally and externally through publications, conferences and communities of practice.
- Run skill building as a factory rather than one-off support: shared intake and triage, reusable components and patterns, and a maintained register of every system with its business owner, evaluation status and measured value.

Minimum requirements

Work experience

- 6+ years as a software, data or ML engineer or data scientist, building systems that people rely on, with a clear wish to spend less time writing code and more time solving business problems.
- Demonstrable recent work building skills, agents or workflows for AI assistants (for example Microsoft Copilot or Claude), including how you checked that they worked.
- Experience of structured evaluation (designing test cases, working with expert reviewers, judging quality on evidence) and the ability to write specifications precisely.
- Solid engineering foundations: you read and write code (Python or similar), design how data and steps flow through a system, and work with the data models, APIs and connectors behind a knowledge layer, including MCP servers and agent-to-agent (A2A) integration patterns.
- Degree in computer science, engineering, or a quantitative or life science with strong technical depth; a postgraduate degree is an advantage.

Desirable

- Experience of drug development governance, programme management or portfolio

processes, ideally in a regulated (GxP) environment.
- Daily use of AI building tools such as Claude Code, GitHub Copilot or AWS Kiro, to build faster without losing understanding of the system.
- Experience with process improvement or design methods (Lean, Six Sigma, design thinking).

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:

- London: 83,930.00 - 155,870.00 GBP 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 to learn more about our global total rewards offering:

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.

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?

Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally:

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Primary location salary range
£ 83,930.00 - £ 155,870.00

部门
Development

Business Unit
Development

地点
United Kingdom

站点
London (The Westworks)

Company / Legal Entity
IE02 (FCRS = IE002) Novartis Ireland Ltd

Functional Area
Data and Digital

Job Type
Full time

Employment Type
Regular

Shift Work
No

var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId: "kalturaplayer6afc84b58b154851805475", 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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