NOVARTIS

TM AI Strategy and Transformation Director

Job ID
REQ-10093123

十一月 18, 2026

Switzerland

摘要

#LI-Hybrid
Location: Basel

The TM AI Strategy and Transformation Director will be responsible for shaping, orchestrating and overseeing the Translational Medicine (TM) AI strategy and the portfolio of AI initiatives across TM. This role acts as the TM-level integrator connecting business priorities, operational/process AI use cases, data, technology and operational delivery, ensuring AI investments are prioritized, governed and transitioned into business-as-usual capabilities that make TM decisions faster, smarter and more predictive.

This role translates the TM line function strategic AI priorities into a coherent, realistic and trackable AI roadmap with clear decision rights, delivery plans, KPIs, ROI assessments and value frameworks. Working in close partnership with the Data Science Leaders in TM, Strategy and Planning line function leads, and Head Clinical AI Strategy - Translational Research, this role provides the TM-wide view across all line functions, from operational and process AI to scientific and decision-support applications.

The individual will act as a role model and champion for AI adoption, fostering an innovation mindset and AI literacy across TM, keeping TM efforts aligned with the Biomedical Research and overall Novartis R&D AI strategies and enterprise standards. Through matrix leadership, the role integrates function- and TM-level AI objectives and acts as the single point of contact for TM AI updates to the Leadership Team and Steering Committees.

About the Role

Key Responsibilities:

- In partnership with the TM Data Science LT and TM leadership, co-develop and maintain the multi-year TM AI roadmap, turning agreed priorities into clear objectives, milestones and resource plans.
- Run a single view of the TM AI portfolio, from intake and prioritization through stage gates, budget and status, and bring clear recommendations to leadership for decision.
- Coordinate TM AI governance: help define decision rights, prepare executive-level content and facilitate the forums where leadership makes investment decisions.
- Partner with project teams and line functions to keep endorsed initiatives on track, and ensure proven solutions are embedded as everyday ways of working with clear ownership.
- Oversee the transition of proven operational and process AI solutions into fully operationalized business-as-usual capabilities, with clear post-go-live ownership, support models and process changes agreed with the line functions.
- Work with line functions to identify where AI, including AI agents, can redesign how TM works, and help prioritize those opportunities.
- Define, develop and track impact measures, KPIs and value cases for the TM AI portfolio, and report value delivered to TM leadership and BR stakeholders.
- Work with enterprise data, digital and AI teams to avoid duplication, reuse shared platforms and meet GxP and validation standards.
- Scout and evaluate external AI partners, vendors and technologies, and support business cases, budget proposals and contracting together with procurement and partner line functions.
- Champion AI literacy and adoption across TM, working with the TM Academy and TM Operational Excellence teams, to develop training, champion networks and targeted communications, and act as a trusted advisor to TM leadership on AI trends and value.

Essential Requirements

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- 8+ years' experience in relevant industry such as pharmaceutical or clinical drug development, ideally including early-phase clinical studies.
- Proven track record of leading innovation or technology-driven change in R&D or clinical trials, and embedding it into routine use.
- Strong project and portfolio management skills, including planning, prioritization and running several complex initiatives at once.
- Working knowledge of AI, data science and digital technologies and how they apply in drug development, with awareness of emerging trends such as generative AI. Hands-on

involvement in at least one AI or data-driven initiative is desirable; deep technical expertise is not required.
- Experience preparing and presenting executive-level content, such as strategy papers, investment proposals and portfolio updates, to senior leadership forums including Leadership Teams and Steering Committees and supporting their decision-making.
- Experience building business and value cases (e.g., quality, time and cost) and tracking impact across a portfolio of initiatives through KPIs.
- Experience leading cross-functional teams in a global, matrixed organization, influencing without authority and communicating clearly at all levels.
- Pragmatic, structured thinker who turns agreed priorities into clear plans, decisions and measurable results across a broad portfolio, and adapts well to change.

Benefits & Rewards

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

Expected Annual Base Salary Range for role:

· 142,100.00 - 263,900.00 CHF Annual

The base 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.

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 minimum 14 weeks paid parental leave.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Long-term equity awards granted at group level may also be part of your package. 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

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 in order to receive more detailed information about the essential functions of a
position, please send an e-mail to diversity.inclusionch@novartis.com and let us know the nature of your request and 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
CHF142,100.00 - CHF263,900.00

部门
Biomedical Research

Business Unit
Research

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: "kalturaplayer6afe5a5e7f835291397875", 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) }

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