NOVARTIS

Forward Deployed Engineer - Salesforce Agentforce

Job ID
REQ-10093361

十一月 25, 2026

Spain

摘要

#LI-Hybrid
Location: Barcelona, Spain

At Novartis, we combine cutting-edge science with innovative digital technology to help bring medicines to patients faster.

As a Forward Deployed Engineer - Salesforce Agentforce, you will work at the intersection of AI, engineering, product and business, turning high-value customer engagement challenges into secure, scalable and production-ready solutions.

This is a hands-on engineering role focused on Salesforce, Agentforce and the connected enterprise ecosystem. You will work directly with Product Managers, Product Owners and business teams, moving rapidly from discovery and prototyping through to engineering, deployment, adoption and continuous improvement.

About the Role

Key responsibilities

- Own the end-to-end technical delivery of Salesforce and agentic AI solutions, from discovery and architecture through build, testing, deployment and production support.
- Work directly with Product Managers, Product Owners and business stakeholders to understand workflows, rapidly prototype solutions and take viable concepts into production.
- Design, build and deploy AI-enabled applications, agents and workflows using Salesforce, Agentforce, Apex, Lightning Web Components, Flow and platform APIs.
- Design agent intelligence using prompts, reasoning, retrieval, tool calls, integrations, guardrails and human-in-the-loop patterns to deliver accurate and responsible outcomes.
- Build secure integrations across Salesforce, MuleSoft, AWS, Veeva, enterprise data services and other approved AI platforms.
- Apply strong engineering practices across architecture, coding, testing, CI/CD, security, privacy, observability, performance, data governance and responsible AI.
- Turn ambiguous business requirements into practical solutions, rapidly testing assumptions while maintaining production quality and scalability.
- Create reusable components, engineering patterns and documentation, sharing knowledge and coaching colleagues to strengthen internal capability.
- Monitor solution performance and adoption, using technical and business-value measures to continuously improve outcomes and inform product roadmaps.

Essential requirements

- Bachelor ' s degree in Computer Science, Software Engineering, Information Technology or a related technical discipline, or equivalent professional experience.
- Significant hands-on software engineering or technical delivery experience on the Salesforce platform, including experience taking solutions from problem definition and architecture through to production.
- Practical Salesforce engineering experience using capabilities such as Agentforce, Apex, Lightning Web Components, Flow, APIs and platform security.
- Experience designing or delivering AI-enabled applications using LLMs, GenAI, prompt engineering, retrieval, tool calling or agentic workflow patterns.
- Programming experience in one or more relevant languages such as Apex, JavaScript/TypeScript, Python or Java.
- Experience integrating enterprise systems and data through APIs, middleware, event-driven patterns or data pipelines.
- Strong production engineering practices across testing, source control, CI/CD, security, monitoring, performance, maintainability and operational handover.
- Strong stakeholder-facing delivery skills, with the ability to translate ambiguous business challenges into clear technical approaches and operate effectively within a complex, regulated enterprise.
- Ability to work effectively in a hybrid environment from the Barcelona office, collaborating with local and global teams.

Desirable requirements

- Salesforce certifications or practical experience across Salesforce Platform, Agentforce and

Data Cloud would be an advantage.
- Experience with technologies such as Claude, AWS, MuleSoft, Veeva or other enterprise AI platforms would be beneficial.
- Experience working in global, matrixed or regulated enterprise environments would be advantageous.

Expected Annual Base Salary Range for role: € 63,800 to € 118,400

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.

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.

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

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? 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
€ 63,800.00 - € 118,400.00

部门
Operations

Business Unit
Information Technology

地点
Spain

站点
Barcelona Gran V í a

Company / Legal Entity
ES06 (FCRS = ES006) Novartis Farmac é utica, S.A.

Functional Area
Data and Digital

Job Type
Full time

Employment Type
Regular

Shift Work
No

var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId: "kalturaplayer6b06f300da3ad709867804", 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:

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// 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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