

Director, SI&S Measurement (framework, architecture, impact narrative)

Job ID
REQ-10077984

6月 02, 2026

Switzerland

摘要

We're a team of dedicated and smart people united by a drive to achieve together. You will be the centre of excellence for performance, target and impact measurement across global Social Impact & Sustainability (SI&S) programmes and global priorities. The role designs, innovates and maintains Novartis impact framework and valuation logic that underpin SI&S decision-making, regulatory alignment and the external impact narrative.

You will be accountable for defining how Novartis' SI&S impact is measured, valued and communicated across health, equity, environmental and societal dimensions, and translates impact ambition and strategy into rigorous methodologies and actionable insights.

This role reports into the Global Head, Social Impact & Sustainability Strategy, Integration & Measurement and works closely with the Head of Social Impact and Chief Sustainability Officer, Finance, Communications, the ESG Committee (Novartis Executive-level decision Board for Social Impact & Sustainability), and Executive-1 and -2 leaders.

About the Role

Key responsibilities:

- Build and maintain SI&S target and impact measurement / monitoring & evaluation (M&E) and decision-making framework, valuation logic and governance. Develop Novartis Social Impact & Sustainability theory of change.
- Define and evolve methods for measuring and communicating Novartis portfolio and SI&S programme impact (societal and environmental) through impact measurement & reporting excellence.
- Evaluate impact across programmes, philanthropic investments, enterprise initiatives and Novartis portfolio through rigorous methodologies. Align with teams across SI&S, Commercial, Operations and other functions on business needs, requirements and consistent application of methodologies.
- Provide evidence-based recommendations for scaling, pivoting or exiting SI&S programmes and initiatives based on impact performance and strategic fit.
- Ensure measurement standards are aligned with SI&S strategy, disclosure and regulatory requirements, and investor relations expectations. Embed SI&S impact evidence into disclosures, target-setting and key internal/external communications (including investor relations). Jointly with SI&S Strategy, Communications and Finance develop impact narrative.
- Manage and improve SI&S target Scorecard and target tracking processes; ensure appropriate link with Reporting/Disclosure and Finance teams (incl. emerging standards and regulations).
- Prepare and present recommendations to the ESG Committee (Novartis Executive-level decision Board for Social Impact & Sustainability/Executives/Executive-1 or -2 audiences).
- Act as thought leader on impact measurement excellence; monitor evolving best practice on impact measurement practices (incl. engagement with external partners).
- Develop and implement concept for automatization and scaling through AI.

Essential Criteria:

- Advanced degree in Public Health, HEOR, Economics, Social Sciences, Statistics, Data Science, or related field. PhD/advanced research credentials in impact evaluation, health economics or related disciplines preferred.
- Previous experience in the pharmaceutical industry, healthcare sector, or Global Health (or related academic field).
- Extensive progressive experience in measurement & reporting, impact measurement, outcomes research, or related disciplines.
- Proven track record in designing and implementing impact measurement frameworks for complex, multi-dimensional programmes (incl. strategic and business considerations). Innovative thinker with ability to design novel measurement approaches and leverage tech and AI development.
- Project and program management experience in strategic projects. Strategic mindset with ability to connect impact evidence to strategy development, investment decisions, decision-making and external communications.
- Excellent communicator skilled in translating complex impact evidence for diverse audiences through external communications and internal stakeholder engagement.

- High proficiency in English - both written and oral.

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.

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>

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>

Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

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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
CHF150,500.00 - CHF279,500.00

部门
Corporate Affairs

Business Unit
Human Resources

地点
Switzerland

站点
Basel (City)

Company / Legal Entity
C010 (FCRS = CH010) Novartis International AG

Functional Area
BD&L & Strategic Planning

Job Type
Full time

Employment Type
Regular

Shift Work
No

```
var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6a3673ec3b3f3080083361", 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:
```

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{}, 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 } }; }
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// Ensure the global player registry array always exists, regardless of embed type.  
window.kalturaPlayerVideos = window.kalturaPlayerVideos || []; try { var kalturaPlayer =  
kPlayer.setup(config); // Add the player to the global array.  
window.kalturaPlayerVideos.push(kalturaPlayer); // Load the Player for other media.  
kalturaPlayer.loadMedia({entryId: "1d_gfvmafo"}); } catch (e) { console.error(e.message) }
```

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