

Associate Director, Data Systems & AI, Enterprise Competitive Intelligence

Job ID
REQ-10085867

8月 21, 2026

India

摘要

#LI-Hybrid

Location: Hyderabad, India

About The Role:

Enterprise Competitive Intelligence (ECI) is responsible for gathering, assessing, organizing, and delivering timely, relevant, high-quality competitive intelligence that supports Novartis pipeline, portfolio, and strategic decision-making. As ECI moves from a service-provider model toward a strategic partnership model, the function needs scalable data systems, governed repositories, and AI-enabled workflows that make validated CI accessible, reusable, and useful across business units.

In this role you will shape and govern the ECI data systems and AI agenda: building and leading the CI knowledge layer, ensuring CI data is available, searchable, API-ready and usable by AI, and enabling repeatable AI-assisted workflows that improve speed, quality, consistency and enterprise leverage. The role will act as the bridge between ECI, business-unit insights teams, Data Digital & IT

(DDIT), enterprise knowledge management teams (e.g. NKC), and relevant external partners to deliver pragmatic solutions while preparing ECI for future AI-enabled ways of working.

About the Role

Key Responsibilities:

Strategic Vision and Roadmap

- Drive the ECI Data Systems and AI vision, roadmap and delivery plan, aligned to ECI priorities, Novartis business-unit needs and enterprise technology direction.
- Translate ECI 's ambition for a single, trusted CI knowledge layer into sequenced initiatives, milestones, governance forums and investment decisions.
- Maintain a balanced build/buy/partner perspective, evaluating whether capabilities should be built internally, sourced from vendors, or co-developed with partners.
- Represent Data Systems and AI on the ECI Leadership Team and support ECI Steering Committee discussions on AI, repositories, data governance, interoperability, prioritization and funding.

CI Repository and Knowledge Layer

- Lead the design and implementation of the ECI repository / knowledge layer, consolidating curated CI outputs and enabling clear navigation across TAs, business units, congress outputs, Strategic CI, and other CI domains.
- Ensure CI data and outputs are findable, reusable, appropriately tagged and governed, including metadata, taxonomy, ownership, access rights and archival rules
- Drive interoperability with key enterprise and business-unit systems
- Ensure the repository is not only a document store, but evolves toward an AI-ready data product that can be consumed by humans, AI agents and other approved enterprise applications.

AI-Enabled Workflows and Automation

- Identify, prioritize and deliver AI-assisted workflows that reduce manual effort and improve quality in recurring ECI activities
- Develop reusable templates, prompts, workflow patterns and validation checkpoints that ECI associates can apply consistently across therapeutic areas and business-unit requests.
- Partner with ECI leaders and specialists to define future-state workflows before tool selection, ensuring AI augments expert judgement rather than replacing critical CI interpretation.
- Support pilots and MVPs over validated CI content and potential CI agent capabilities anchored in governed internal data.

Governance, Quality and Access Management

- Establish data governance standards for CI assets, including lineage, ownership, lifecycle, metadata, access policies, quality checks and decision rights.
- Ensure CI data is accurate, current, appropriately curated and protected, with expert oversight and clear escalation routes for sensitive or uncertain content.
- Coordinate access management across ECI, insights teams and broader approved user groups, balancing enterprise accessibility with confidentiality, compliance and business-unit needs.
- Work with Legal, ERC, DDIT, knowledge-management teams and business owners to ensure AI-enabled CI workflows comply with Novartis policies, privacy, security and responsible AI expectations.

Stakeholder Engagement and Enterprise Partnership

- Serve as the primary ECI interface for data systems and AI topics with business-unit CI / insights leaders, ECI TA Leads, Strategic CI, DDIT, NKC, and other platform owners
- Build alignment across stakeholders on data standards, workflow priorities, repository design, access model, change-management needs and success measures.
- Create feedback loops with end users to ensure systems and AI workflows improve usability, relevance, trust and adoption across ECI and its stakeholders.
- Actively promote cross-BU reuse of CI outputs and reduce duplication by making the right intelligence easier to find, compare and apply.

Delivery, Vendor and Financial Discipline

- Run a lightweight but rigorous delivery model across Data Systems and AI workstreams, including backlog management, MVP demos, milestone tracking, dependency management and risk escalation.
- Evaluate and manage vendors and pilots in the AI for CI space, including clarity on expected value, data requirements, procurement implications, integration feasibility and exit criteria.
- Manage the Data Systems and AI budget / project spend once approved, supporting timely forecasting, vendor decisions and efficient allocation of scarce resources.
- Help ECI leadership make transparent trade-offs across repository build, AI workflow development, vendor pilots, external data feeds and internal technical capacity.

Talent, Capability Building and Change Management

- Build ECI capability in data systems, AI literacy, prompt/skill development, responsible AI use and data governance fundamentals.
- Lead or coordinate a small expert pod/matrix team of data systems, AI, repository and workflow specialists as the book of work evolves; this may evolve into a small team of direct reports
- Develop onboarding, guidance, playbooks and training that help ECI associates adopt new ways of working and confidently use AI-enabled workflows against validated CI content.
- Support change-management communication so stakeholders understand what is changing, why it matters, and how to engage with the new repository and AI-enabled capabilities.

Results Orientation and Continuous Improvement

- Deliver measurable improvements in accessibility, reuse, speed, quality and scalability of ECI outputs.
- Use adoption analytics, user feedback, data quality indicators and workflow performance metrics to iterate rapidly and course-correct.
- Maintain a pragmatic “start now, evolve over time” mindset while preserving a clear target architecture for an AI-ready, enterprise CI capability.
- Ensure Data Systems and AI work continually strengthens ECI 's position as a trusted, proactive strategic partner to the enterprise.

Essential Requirements:

- Advanced degree or equivalent experience in life sciences, data science, computer science, engineering, healthcare analytics, business technology, or related field; PhD / MBA / MSc or equivalent experience desirable.
- ≥ 12yrs experience with demonstrated ability to bridge business and technical teams: able to understand CI needs, translate them into data / AI requirements, and work effectively with IT, data science, vendors and senior stakeholders.
- Strong understanding of data systems, knowledge management, metadata / taxonomy, data governance, search, APIs, RAG / knowledge-layer concepts, workflow automation and AI-enabled productivity tools.
- Experience delivering digital products or data platforms through MVPs, agile delivery, stakeholder feedback, adoption tracking and iterative improvement.
- Excellent judgement on data quality, responsible AI, information security, access management, compliance and vendor / partner management.
- Strong stakeholder-management skills, with ability to influence across a matrix and engage senior leaders while remaining pragmatic and delivery-oriented.
- Curiosity, energy and change leadership mindset; comfortable working in ambiguity and building new capabilities while maintaining business continuity.
- Excellent oral and written English communication skills; able to explain technical choices in simple, business-relevant language.
- People leadership or matrix leadership experience preferred, including coaching technical and non-technical colleagues through new ways of working

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部门
Corporate

Business Unit
General Management

地点
India

站点
Hyderabad (Office)

Company / Legal Entity
IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area
Marketing

Job Type
Full time

Employment Type
Regular

Shift Work
No

```
var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6a99bd000d16e565152880", 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_data_layer.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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