NOVARTIS

WORKFORCE STRATEGY HEAD, ENTERPRISE DATA SCIENCE & ARTIFICIAL INTELLIGENCE (DSAI)

Job ID
REQ-10089634

十月 26, 2026

USA

摘要

You will lead the enterprise people and organization agenda for Data Science and Artificial Intelligence (DSAI) across Novartis, translating our DSAI ambition into the workforce, organization, talent and capability choices needed to deliver it. Operating at the decision-making table with senior DSAI leaders and partnering across the enterprise, you will shape how we build, attract and grow critical DSAI talent, strengthen our external value proposition, and enable responsible human-AI collaboration. You will lead the enterprise DSAI OTR, including discussion at ECN level, and create the standards, governance and frameworks needed in areas such as careers, capabilities, talent and rewards, particularly where established approaches do not yet exist.

This enterprise role complements rather than replaces the Workforce Strategy Leads directly supporting DSAI teams within their units. Unit-level accountabilities remain unchanged, while this role connects across them, providing the overarching DSAI people strategy, standards and governance and enabling enterprise-level choices where these are needed.

About the Role

#Hybrid

This role can be based in Cambridge, East Hanover, London or Basel, please only apply to one of the appropriate location.

Key Responsibilities

- Set the enterprise DSAI people and organization strategy.
  Translate the DSAI ambition into an integrated, future-ready agenda across workforce, organization, leadership, culture, talent and capability. Success is evident when: enterprise priorities and accountabilities are clear, adopted across units, and translated into measurable outcomes.
- Shape strategic workforce and capability choices. Use scenarios, analytics, external insight and data storytelling to anticipate demand for scarce DSAI capabilities and recommend choices on organization design, skills, capacity, location, sourcing and workforce mix. Success is evident when: critical gaps are addressed before they constrain innovation or execution.
- Lead the enterprise DSAI OTR. Orchestrate the enterprise talent review, integrate perspectives across units, and present implications, choices and recommendations to ECN. Success is evident when: pivotal talent, succession, capability risks and enterprise actions are visible and actively managed.
- Establish enterprise talent and career approaches. Create differentiated career development, mobility, succession and talent-allocation mechanisms suited to DSAI roles and communities. Success is evident when: Novartis can attract, develop, deploy and retain pivotal DSAI talent across organizational boundaries.
- Build the external DSAI talent brand and pipeline. Strengthen Novartis ' visibility as an employer of choice through targeted engagement with universities, specialist talent networks and external forums. Build early-talent pathways that attract dual technical/scientific and DSAI expertise and develop judgement, experience and leadership capability. Success is evident when: Novartis has stronger external visibility and a sustainable pipeline of scarce DSAI talent.
- Design and create enterprise DSAI standards. Build new governance, rewards approaches, career architecture, capability frameworks, talent programs and operating approaches for a field evolving faster than established internal practices. Success is evident when: scalable standards replace fragmented local approaches and remain relevant as DSAI evolves.
- Connect enterprise strategy and unit execution. Define decision rights, interfaces and governance so the enterprise mandate is distinct from, and complementary to, unchanged unit-level P&O accountabilities. Success is evident when: there is no duplication or accountability gap between enterprise and unit roles.
- Influence a complex enterprise stakeholder system. Partner with at least nine ECN-1 leaders across R&D, Commercial, Operations and Global Functions, the Head of GDC, unit P&O Business Partners and Expertise Hubs to resolve enterprise trade-offs without relying on formal authority. Success is evident when: leaders move beyond unit optimization and commit to enterprise decisions.
- Redesign work for human-AI collaboration. Guide organization, role and workflow choices that enable responsible collaboration among people, automation and AI agents while sustaining

accountability and a human-cantered employee experience. Success is evident when: adoption improves productivity, innovation and decision quality.
- Coach senior leaders, shape culture and lead transformation. Challenge and coach leaders through ambiguity, build commitment to new enterprise approaches, anticipate resistance and track adoption and benefits. Success is evident when: leadership behaviour, culture and ways of working support the DSAI strategy.

What you ' ll bring to the role

Essential Criteria

- Extensive experience of progressive P&O/HR experience, including strategic partnership with executive and ECN-1 leaders in a complex global matrix.
- Strong organization design, strategic workforce planning and transformation experience, including scenario development and enterprise trade-off recommendations.
- Demonstrated experience creating global or enterprise-wide people strategies, standards, governance or programs, not only implementing established solutions.
- Evidence of leading enterprise talent reviews, succession and capability discussions with senior executive forums.
- Demonstrated ability to influence multiple senior stakeholders across business units, functions, countries and P&O disciplines without formal authority.
- Fluency in people analytics and confidence with AI-enabled tools, responsible AI principles and emerging work technologies.

Desirable Criteria

- Experience translating emerging technology, data science or digital strategy into workforce, organization and talent implications; direct DSAI sector experience is highly desirable.
- Relevant university degree or equivalent experience required; advanced qualification in business, organization, analytics, technology or a related discipline.

Benefits & Rewards

The salary for this position is expected to range between 204,400.00 - 379,600.00 USD Annual.

The final salary offered is determined based on factors like, but not limited to, relevant skills and experience, and upon joining Novartis will be reviewed periodically. Novartis may change the published salary range based on company and market factors. Your compensation will include a performance-based cash incentive and, depending on the level of the role, eligibility to be considered for annual equity awards. US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a variety of other benefits. In addition, employees are eligible for a generous time off package including vacation, personal days, holidays and other leaves.

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)

EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

Accessibility & Reasonable Accommodations

The Novartis Group of Companies are committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the application process, or to perform the essential functions of a position, please send an e-mail to us.reasonableaccommodations@novartis.com or call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

部门
People & Organization

Business Unit
Human Resources

地点
USA

状态
New Jersey

站点
East Hanover

Company / Legal Entity
U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Alternative Location 1
Cambridge (USA), Massachusetts, USA

Functional Area
Human Resources

Job Type
Full time

Employment Type
Regular

Shift Work
No

var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId: "kalturaplayer6ae2b7520953b218647482", 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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