

Director, Analytics Standards & Impact Measurement

Job ID

REQ-10074001

Mar 26, 2026

LOC_US

About the Role

Key Responsibilities

- Define enterprise-wide AI, ML, and data science standards embedded into self-serve analytics platforms, ensuring citizen data scientists follow rigorous methodologies automatically.
- Establish model validation protocols, testing frameworks, and quality gates built into automated workflows for predictive models and AI solutions.
- Create standardized methodologies for common use cases (patient predictive models, HCP targeting, driver analysis) that can be templated for citizen data scientists.
- Define enterprise-wide frameworks for measuring analytics impact including lift analysis, ROI calculation, incrementality measurement, and business value assessment.
- Execute enterprise-level impact measurement studies to quantify business value of analytics initiatives and report quarterly/annual ROI to leadership.
- Establish production-readiness criteria for AI/ML models from self-serve platforms, including quality thresholds, documentation requirements, and approval workflows.
- Ensure all AI, ML, and data science outputs meet regulatory requirements (HIPAA, GDPR, promotional review) and partner with Legal, ERC, and Medical Affairs on governance.
- Monitor outputs from self-serve platforms, conduct model audits, and provide feedback to platform teams on quality improvements.

Essential Requirements

- Advanced degree in Data Science, Machine Learning, Statistics, or related quantitative field; or bachelor's degree with 10+ years relevant experience.
- 10+ years of experience in data science, machine learning, advanced analytics, or AI development.
- 5+ years of leadership experience setting AI/ML standards and measuring impact in commercial pharma or healthcare.
- Expert knowledge of advanced analytics methodologies: machine learning, causal inference, experimental design, predictive modeling, AI validation.
- Deep knowledge of pharmaceutical analytics and regulatory environment for AI/ML applications.
- Proficiency in data science/AI programming and AI/ML platforms.
- Proven ability to influence without direct authority and drive adoption of AI/ML standards across diverse teams.
- Exceptional communication skills; ability to translate complex AI/ML concepts for business audiences and executives.

Preferred Qualities

- Experience with self-serve analytics and AI platforms and embedding governance into automated workflows.
- Strong business acumen with ability to measure and communicate ROI of AI/ML initiatives to C-suite.
- Systems thinker who can balance AI/ML rigor with practical business needs and timelines.
- Experience building communities of practice and enabling citizen data scientists in AI/ML development.

The salary for this position is expected to range between \$194,600 and \$361,400 per year.

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

Role Requirements

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 \(PDF 30 MB\)](#)

Division

DIV_IU

Business Unit

General Management

Location

LOC_US

Site

East Hanover

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area

FCT_DD

Job Type

Full time

Employment Type

Regular

Shift Work

No

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