

Director, SI&S Measurement (methodology & analytics)

Job ID

REQ-10077982

Jun 02, 2026

LOC_CH

About the Role

Key Responsibilities:

- Build and enhance SI&S impact measurement / Monitoring & Evaluation (M&E) methodology and analytics capabilities. Apply health economic modelling and HEOR analysis to Social Impact & Sustainability initiatives.
- Set up required systems/infrastructure for impact valuation, in collaboration with ESG Reporting team in Finance (incl. automation of analytics and AI).
- Design robust data and reporting architectures that enable consistent, comparable and decision-grade SI&S programme impact evidence. Coordinate data collection, analysis and methodology development with internal experts (e.g., HEOR, analytics teams, Finance); bring in best practice across Novartis.
- Leverage tech and AI and advanced analytics enhance measurement capabilities, automate and scale data collection and analysis; and improve evidence quality.
- Build credibility and trust in SI&S programme impact evidence through rigorous methodologies that meet internal and external assurance standards. Apply methodology and evaluate impact across programmes, philanthropic investments, enterprise initiatives, incl. performance analytics, comparative impact analysis, evidence creation – support decision making on highest-value interventions and optimise portfolio allocation.
- Provide evidence-based strategic recommendations for scaling, pivoting or exiting SI&S programmes and initiatives based on impact performance and strategic fit; translate analysis into actionable insights for leadership (incl. Executive-level ESG Committee).
- Identify and manage external partners to improve quality of data, methodology, system infrastructure; bring in best practice and leading thinking from external experts.
- Act as thought leader on impact measurement excellence; monitor evolving best practice on impact measurement practices.

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 strongly preferred.
- Strong background and track record in HEOR, modelling, data and analytics.
- Previous experience in the pharmaceutical industry, healthcare sector, or Global Health (or related academic field).
- Demonstrated experience in applying rigorous methodologies (quantitative and qualitative) to measure social, health and environmental impact. Strong analytical and quantitative skills with proficiency in data and reporting systems and advanced analytics (incl. strong AI literacy). Innovative thinker with ability to design novel measurement approaches.
- Strong experience in managing external partners and internal stakeholders.
- 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 recruitment@novartis.com

diversity.inclusion_ch@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>

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Role Requirements

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Division

DIV_CE

Business Unit

Human Resources

Location

LOC_CH

Site

Basel (City)

Company / Legal Entity

C010 (FCRS = CH010) Novartis International AG

Functional Area

FCT_BS

Job Type

Full time

Employment Type

Regular

Shift Work

No

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