

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

Job ID

REQ-10077984

Jun 02, 2026

LOC_CH

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.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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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>

Role Requirements

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Benefits and Rewards: Learn about all the ways we'll help you thrive personally and professionally.

[Read our handbook \(PDF 30 MB\)](#)

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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