

# Associate Director, Analysis & Design Delivery Lead

Job ID

REQ-10079849

Jun 03, 2026

LOC\_US

## About the Role

Internal Job Title: Associate Director

Position Location: Cambridge, MA, onsite #LI-onsite

This role is based in Cambridge, MA. Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

Ready to shape the future of Biomedical Research through the next generation of scientific analysis and design platforms? As a Delivery Lead in the Analysis & Design Delivery Segment, you will drive the delivery and adoption of new and significantly enhanced digital capabilities for Biomedical Research, while leading a high-performing, cross-functional matrix team. Delivery is achieved through predictable, high-quality and time-bound initiatives aligned to enterprise priorities and architecture.

The Delivery Lead role is instrumental in prioritizing, planning and executing initiatives, including release, scaling and transition to operations. You will ensure alignment with architectural, security and compliance standards, while playing a central role in enabling innovative value creation for Biomedical Research through strong delivery leadership and stakeholder engagement.

Key Responsibilities:

- You are accountable and own the outcomes of Analysis & Design, together with your delivery segment, by translating domain needs into initiative proposals and the delivery of such.
- Enable and expand Analysis & Design capabilities for Biomedical Research, including establishing the vision, value proposition, and strategic roadmap in alignment with business priorities and organizational objectives.
- Own the creation, delivery, and lifecycle transition of domain-specific software and assigned initiatives, including prioritization, planning, supplier selection, execution, rollout/scaling, and transition to operations.
- Drive predictable planning and execution across initiatives within scope, time, and budget, and in alignment with business stakeholders, adjacent initiatives, and Data & Digital functions.
- Provide delivery-segment prioritization and investment input to support strategic decisions and focus on high-value initiatives.
- Lead cross-functional matrix teams (internal/external), coordinate resources, define responsibilities, and ensure aligned execution across all delivery functions and vendor interfaces.
- Proactively manage expectations and escalate issues, risks, or dependencies appropriately, and act as the primary delivery interface, to ensure orchestration and manage trade-offs across initiatives.
- Communicate progress, challenges, successes, and outcomes clearly to stakeholders and the wider organization.
- Ensure all initiative deliverables align with architectural standards, security guidelines, and our initiative governance model.
- Establish and maintain close relationships with other functions in Data & Digital as well as in corporate IT to

collaborate on the delivery and improvement of corporate-owned platforms that serve Biomedical Research needs.

#### Essential Requirements:

- Proven track record of delivering complex initiatives in the Analysis & Design domain on time and within budget, with 8+ years of experience delivering scientific software, data, or informatics platforms.
- Strong project management capabilities, especially prioritization, planning, execution, communication, and risk management.
- Experience leading cross-functional matrix teams.
- Demonstrated ability to manage diverse stakeholder groups, with strong communication skills and the ability to serve as a trusted delivery partner.
- Working knowledge of how experimental and computational data is generated, managed, and consumed across drug discovery, how established and advanced modalities drive distinct analysis, data, and platform needs, and how scientists work across the DMTA cycle.
- Proven track-record of delivering modern analysis and design capabilities, via interactive AI/ML and agentic approaches, and scientific software platforms.
- Proven ability to translate across scientific, technological, and data stakeholders, turning research needs into clear scope, priorities, and deliverables.
- Skilled in structured problem-solving, experimentation, and modern delivery practices, with the ability to drive urgency, accountability, and high-performance delivery behaviors.

#### Desirable Requirements:

- Formal training in project management methodologies such as Project Management Professional or Certified Scrum Master.
- Experience working within pharmaceutical, biotechnology, or scientific research environments.

The salary for this position is expected to range between \$152,600 and \$283,400 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.

To learn more about the culture, rewards and benefits we offer our people [click here](#).

## 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 \(PDF 30 MB\)](#)

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