

Head of Phenomics

Job ID

REQ-10078382

Jun 15, 2026

LOC_IE

About the Role

Key Responsibilities:

- Set phenomics strategy leveraging Data42 capabilities to connect real world data and human genetics to clinical phenotypes to support therapeutic area programs across Drug Development stages. Defines where and how human genetics and RWD are most impactful across the portfolio.
- Leads multidisciplinary teams of data scientists, statisticians, computational biologists, data engineers to delivering end-to-end analyses from question framing to validated outputs.
- Develop and operationalize pipelines for phenotype curation, cohort construction, feature engineering, and multimodal modeling across structured and unstructured real world data sources.
- Integrate human genetics evidence (e.g., GWAS, rare variant analyses, PRS, eQTL and colocalization where applicable) with real world phenotyping to support: target discovery and prioritization, causal inference and mechanistic hypotheses, biomarker discovery and patient segmentation, repurposing and indication expansion opportunities.
- Drive cross-functional decision support by translating analytic results into clear program recommendations, assumptions, limitations, and impact on go/no-go decisions.
- Partner within Data42 to define requirements for data assets, metadata, governance, and scalable compute and tooling; influence roadmap based on scientific needs.
- Ensure scientific rigor and reproducibility through strong study design, validation approaches, documentation, and standards for analytic code and model lifecycle management.
- Champion responsible use of data and AI aligned with privacy, compliance, and ethical expectations; contribute to governance forums and risk reviews as needed.
- External engagement and scientific leadership including collaborations, publications, conference presentations, and thought leadership in phenomics, real world evidence, and genetics.
- Talent development through hiring, mentoring, performance management, and building an inclusive culture that values scientific excellence and collaboration in a global team.

Essential Requirements:

- Education: PhD or MSc in Statistical Genetics, Bioinformatics, Computer Science, Biostatistics, Epidemiology, or a related quantitative discipline.
- Experience: 10+ years (or equivalent) in human genetics, real world data analytics, phenomics, translational data science, or related domains, including people leadership.
- Genetics experience: variant annotation and QC concepts; association testing frameworks; integrating functional genomics evidence; interpretation of genetic effect sizes in clinical context.
- Demonstrated experience applying human genetics to translational questions (target validation, causal inference, biomarker discovery, patient stratification).
- Strong hands-on familiarity with real world data (e.g., claims, EHR, registries, lab, imaging-derived variables, clinical notes-derived phenotypes) and the biases/limitations inherent to observational data.
- Proven track record building scalable analytics and delivering decision-impacting insights in a matrixed R&D environment.
- Strong quantitative toolkit: experience in statistical modelling, machine learning, study design, confounding control, validation, and sensitivity analyses (method selection appropriate to question).
- Excellent communication and exceptional ability to manage stakeholders and influence decision-making at the executive level.

- Business acumen and a focus on value creation, ensuring technology serves as a lever for business growth.

Commitment to Diversity & Inclusion:

We are committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

Benefits & Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

Expected Annual Base Salary Range for role: € 102,200 to 189,800

The base salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Long-term equity awards granted at group level may also be part of your package. Further details will be provided during the application process.

Why Novartis?

Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us! Learn more here:

<https://www.novartis.com/about/strategy/people-and-culture>

Join our Novartis Network: If this role is not suitable to your experience or career goals but you wish to stay connected to learn more about Novartis and our career opportunities, join the Novartis Network here:

<https://talentnetwork.novartis.com/network>

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 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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_RE

Business Unit

Research

Location
LOC_IE
Site
Dublin (NOCC)
Company / Legal Entity
IE02 (FCRS = IE002) Novartis Ireland Ltd
Functional Area
FCT_DD
Job Type
Full time
Employment Type
Regular
Shift Work
No
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