

Executive Director of Applied AI

Job ID

REQ-10084252

Aug 07, 2026

LOC_CH

About the Role

Key Responsibilities

- Define and lead the applied AI deployment strategy, execution roadmap and business integration model across enterprise business units.
- Act as a forward-deployed AI engineering leader, partnering directly with business teams to translate strategic priorities into deployable products, intelligent workflows and redesigned processes.
- Lead technical solution architecture for complex AI deployments, making hands-on decisions on application architecture, system integration patterns, model orchestration, APIs, security controls and production infrastructure.
- Lead end-to-end implementation, customization, integration and scaling of generative AI, agentic systems and workflow automation solutions in production environments.
- Build, lead and coach a small, globally distributed team of forward deployed AI engineers, establishing engineering excellence through technical review processes, coding standards and career development while actively guiding delivery on critical engagements.
- Establish delivery frameworks and engineering standards that support scalability, reliability, security, maintainability and sustained operational adoption.
- Create reusable AI services, accelerators, evaluation frameworks, blueprints and integration patterns that reduce time to value across business domains.
- Partner with data, infrastructure, information security, architecture, compliance and business teams to align solutions with enterprise priorities and regulated-environment requirements.
- Track solution performance, adoption and business value through monitoring, feedback loops, user analysis and continuous service optimization.
- Guide modernization of existing systems and processes so they can integrate with agentic AI products, applied AI models and enterprise technology platforms.
- Communicate business impact, technical transformation vision, delivery progress, risks and investment needs to senior executives and key stakeholders.

Essential Requirements

- Bachelor's degree in computer science, engineering, data science or a related field.
- At least 15 years of progressive experience in technology leadership, enterprise AI transformation or complex solution delivery, including leadership of senior technical and cross-functional teams.
- Deep, hands-on expertise in applied AI delivery, including taking machine learning, generative AI and agentic solutions from concept through production and enterprise-scale adoption.
- Strong software and product engineering grounding, with experience integrating AI into complex enterprise platforms, data environments and operational workflows.

- Hands-on proficiency with modern AI engineering stacks, including Python, cloud platforms (e.g., AWS), LLM orchestration frameworks, vector databases, MLOps/LLMOps and software delivery practices.
- Demonstrated success defining and scaling enterprise-level AI initiatives, with measurable business value, automation or performance outcomes.
- Experience leading forward deployed, solutions engineering or technical consulting teams, translating ambiguous business problems into production-grade software systems in enterprise environments.
- Consulting or professional-services experience partnering with senior technology and business leaders on enterprise transformation, operating models or technology strategy.
- Proven people leadership and organizational development capability, including building high-performing teams, developing leaders and establishing effective governance.
- Strong executive communication and cross-functional influence skills, with the ability to align priorities, investment decisions and delivery across a complex matrixed organization.

Desirable Requirements

- Master of Science, engineering postgraduate degree or MBA.
- Experience delivering AI solutions in healthcare, life sciences or another complex regulated environment, or prior zero-to-one startup experience.

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: 164,500.00 CHF to 305,500.00 CHF Annual

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.

Read our brochure to learn more about our global total rewards offering:

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

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.

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 \(PDF 30 MB\)](#)

Primary location salary range

CHF164,500.00 - CHF305,500.00

Division

DIV_NI

Business Unit

General Management

Location

LOC_CH

Site

Basel (City)

Company / Legal Entity

C010 (FCRS = CH010) Novartis International AG

Functional Area

FCT_DD

Job Type

Full time

Employment Type

Regular

Shift Work

No

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