

Associate Director, Metadata and Semantics Lead

Job ID
REQ-10086362
Sep 02, 2026
LOC_US

About the Role

Key Responsibilities

- Define and advance enterprise metadata standards, frameworks, policies, and operating practices.
- Lead metadata capture, curation, validation, and lifecycle management across enterprise data assets.
- Establish metadata requirements for certified data products and artificial intelligence ready datasets.
- Ensure accurate documentation of ownership, lineage, classifications, quality rules, and business definitions.
- Partner with data modeling teams to align metadata with enterprise data structures and relationships.
- Collaborate with data governance and stewardship teams to improve data transparency and trust.
- Drive automation of metadata ingestion, lineage capture, and catalog synchronization processes.
- Support data product certification through validation of metadata completeness and readiness standards.
- Lead metadata issue resolution, root cause analysis, remediation tracking, and stakeholder communications.
- Champion enterprise data discoverability, reuse, and adoption of data catalog capabilities.

Essential Requirements

- Bachelor's degree in Data Management, Information Systems, Computer Science, Analytics, Engineering, or related field.
- 8+ years of experience in metadata management, data governance, data management, data catalog implementation, data stewardship, data architecture, or related data roles.
- Experience supporting enterprise data catalog, business glossary, lineage, data product, or data governance programs.
- Experience partnering with business and technical stakeholders to define metadata standards, capture requirements, and improve data discoverability.

Desirable Requirements

- Advanced degree or professional certification in data management, data governance, cloud technologies, or data architecture.
- Experience in complex, regulated, or enterprise-scale data environments

The salary for this position is expected to range between \$152,600 - \$283,400per 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 awardsUS-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

Division
DIV_IU
Business Unit
General Management
Location
LOC_US
Site
East Hanover
Company / Legal Entity
U014 (FCRS = US014) Novartis Pharmaceuticals Corporation
Alternative Location 1
LOC_US
Functional Area
FCT_MM
Job Type
Full time
Employment Type
Regular
Shift Work
No
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