

Director, Technology & Engineering for Software and Workflows

Job ID

REQ-10080114

Oct 01, 2026

LOC_CZ

About the Role

Internal job title: Director, Technology & Engineering

Position Location: Prague, CZ

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

The Software & Workflows organization partners with scientists, data experts, and AI specialists across Novartis Biomedical Research to transform scientific workflows and laboratory processes. Our ambition is to make advanced digital and AI capabilities usable, scalable, and impactful, helping teams generate better insights, improve decisions, and accelerate the discovery of innovative medicines.

You will lead technology and engineering execution across a broad portfolio of time-bound software delivery initiatives. Your role will combine strategic technical leadership with delivery accountability: building a high-performing organization, advancing modern and AI-enabled engineering practices, and ensuring that solutions meet demanding standards for quality, performance, security, compliance, and reliability.

Key Responsibilities

- Lead with purpose: Set a compelling direction for technology and engineering, connecting team priorities and technical choices to scientific impact and organizational strategy.
- Shape a learning culture: Encourage curiosity, experimentation, constructive challenge, and learning from outcomes while fostering urgency, trust, clarity, and shared ownership.
- Build exceptional teams: Lead, coach, and develop engineering managers, technical leaders, and AI engineering capabilities while creating opportunities for people to grow and thrive.
- Accelerate AI-enabled engineering: Champion the responsible integration of AI tools and agents into a robust, modern engineering framework and practices.
- Raise the engineering bar: Advance scalable architecture, DevOps, continuous integration and delivery, test automation, observability, and operational excellence.
- Protect sustainable value: Ensure engineering approaches align with enterprise strategy, architectural standards, security, compliance, and responsible AI governance.
- Influence beyond authority: Build trusted relationships across organizational boundaries and communicate complex technical topics in ways that enable timely, informed decisions.

- Create alignment: Partner with delivery, architecture, operations, security, compliance, enterprise technology teams, and software vendors to turn diverse perspectives into clear decisions and coordinated action.
- Deliver meaningful outcomes: Own engineering execution across a broad portfolio of initiatives, ensuring high-quality solutions are delivered predictably within agreed scope, budget, and timelines.
- Navigate complexity: Apply strategic agility to manage dependencies, risks, resources, and trade-offs, adapting plans as priorities and technologies evolve.

Essential Requirements

You are an inspiring and pragmatic technology leader who combines strategic perspective with a strong bias for execution. In short, while your expertise is in technology, your passion is with the outcomes. You are energized by complex problems, motivated by scientific impact, and committed to helping people perform at their best.

You bring:

- Significant experience leading technology functions, engineering managers, technical leaders, and multidisciplinary software teams in a global, matrixed environment.
- A strong learning mindset and curiosity, with the ability to explore emerging technologies, seek diverse perspectives, and turn new insights into practical action.
- Strategic agility—the ability to connect long-term direction with near-term priorities, simplify complexity, and adapt decisively as circumstances evolve.
- A track record of leading large-scale SaaS, commercial, custom-built, on-premises, and cloud-based software solutions with measurable business or scientific impact.
- Deep understanding of modern AI-enabled software engineering practices, including DevOps, continuous integration and delivery, test automation, and Agile or Lean delivery.
- Experience integrating AI models, agents, or other AI-enabled capabilities into production software and engineering workflows.
- Demonstrated success leading complex, time-bound initiatives and improving delivery predictability, quality, and operational performance.
- Excellent communication and influencing skills, including the ability to engage senior leaders and translate technical complexity into clear choices and recommendations.
- A leadership style grounded in integrity, empowerment, accountability, collaboration, and genuine commitment to developing others.
- The courage to challenge the status quo, take thoughtful risks, learn quickly, and help teams turn uncertainty into progress.

Desirable Requirements

- Experience in the pharmaceutical industry, life sciences, research, or another highly regulated environment.
- Experience leading globally distributed teams and collaborating across scientific, technical, vendor, and enterprise functions.
- Evidence of building inclusive, high-performing cultures in which people learn from one another and achieve more together.

What Success Looks Like

In this role, you will shape a technical organization known for clarity, learning, and dependable delivery excellence. Teams will understand how their work contributes to scientific outcomes, leaders will grow in capability and confidence, and partners will experience Technology & Engineering as a trusted force for progress. Together, you will turn emerging possibilities into reliable solutions that help advance drug discovery.

Benefits & Rewards (Applicable for Prague)

Monthly pension contribution matching your individual contribution up to 3% of your gross monthly base salary; Risk Life Insurance (full cost covered by Novartis); 5-week holiday per year; (1 week above the Labour Law requirement) ; 4 paid sick days within one calendar year in case of absence due to sickness without a medical sickness report; Cafeteria employee benefit program – choice of benefits from Benefit Plus Cafeteria in the amount of 17,500 CZK per year; Meal vouchers in amount of 105 CZK for each working day (full tax covered by company); Car Allowance; MultiSport Card, Employee Share Purchase Plan. Find out more about Novartis Business Services: <https://www.novartis.cz/>

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 di.cz@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

Primary location salary range

Kč1,683,640.00 - Kč3,126,760.00

Division

DIV_RE

Business Unit

Research

Location

LOC_CZ

Site

Prague

Company / Legal Entity

CZ02 (FCRS = CZ002) Novartis s.r.o.

Functional Area

FCT_RD

Job Type

Full time

Employment Type

Regular

Shift Work

No

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