

# Associate Director, AI & Automation Catalyst

Job ID

REQ-10089055

Oct 06, 2026

LOC\_IE

## About the Role

Major accountabilities:

- Leads translation of AI and automation into production. Owns the adoption roadmap for AI/automation that includes tools that span from the current-state process baseline, through future-state design and pilots, to scaled rollout.
- Connects technology and business. Translates needs into clear requirements, user stories and acceptance criteria. Works hand in hand with AI & Data Engineering, SCE platform teams and IT to shape solutions. Makes informed technical trade-offs across build vs. configure, human-in-the-loop design and validation effort.
- Manages stakeholders and influences without authority. Builds strong relationships across statistical programming, biostatistics, QA, line leadership and governance forums. Gets sponsors aligned, handles resistance, and turns different priorities into agreed decisions in a matrix organisation.
- Redesigns processes and operating models. Redesigns QC and review workflows so AI and automation inform the standard process, and are not a bolt on. Updates SOPs, work instructions, RACI and role definitions with process owners.
- Drives adoption and builds capability. Designs and runs change plans covering communications, training, champion networks, office hours and feedback loops. Tracks adoption and sentiment, and adjusts the approach based on the evidence.
- Keeps change safe, compliant and inspection-ready. Understands GxP, computerised system validation and data integrity in drug development. Makes sure AI-assisted steps have the right risk assessment, human oversight, traceability and documentation. Works with QA and Compliance so the change holds up in audit.
- Stays hands-on where it matters. Prototypes, reviews code and runs proofs of concept when that speeds up a decision or unblocks adoption. Offers expert guidance on complex data and automation problems.
- Remains current with industry trends, and brings in external good practice on AI adoption in regulated environments through industry consortia, conferences and publications.
- Fosters a culture of continuous learning, constructive challenge and innovation. Role-models transparent, responsible use of AI.

## Essential Requirements:

- MSc or PhD in Computer Science, Data Science, AI/ML, Biostatistics, Bioinformatics or another quantitative discipline. Equivalent experience considered.
- Extensive experience in technology delivery in life sciences or another regulated industry, with at least 3 years leading technology-enabled business change or transformation.
- Proven record of taking AI/automation or digital solutions from pilot to scaled, sustained adoption, with measured business impact.
- Working knowledge of clinical data flows and statistical programming (e.g. SDTM/ADaM, TFLs, double programming/QC), statistical computing environments, and GxP/CSV expectations.
- Solid technical foundation: can read and write R and/or Python, and understands software engineering practices (version control, testing, CI/CD, release management). Practical understanding of LLM/agent AI applications and their limits, including evaluation, human-in-the-loop design and risk.
- Excellent stakeholder management and influencing skills at all levels, including senior leadership. Comfortable challenging and handling resistance in a matrix environment.

- Fluent English, verbal and written. Can tell a clear, evidence-led story to both technical and non-technical audiences.

## Desirable Requirements:

- Change management certification, Lean/Six Sigma, or product owner/agile certification or experience.
- Experience with Domino or similar analytics platforms, and with CDISC initiatives / metadata-driven automation.
- External profile through publications, industry working groups or conference talks.

### 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: 89,180.00 -165,620.00 EUR

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.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

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

[https://www.novartis.com/sites/novartis\\_com/files/novartis-life-handbook.pdf](https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf)

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 / EEO paragraph

Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the

patients and communities we serve.

**Role Requirements**

Primary location salary range  
€89,180.00 - €165,620.00  
Division  
DIV\_GD  
Business Unit  
Development  
Location  
LOC\_IE  
Site  
Dublin (NOCC)  
Company / Legal Entity  
IE02 (FCRS = IE002) Novartis Ireland Ltd  
Alternative Location 1  
LOC\_GB  
Functional Area  
FCT\_DD  
Job Type  
Full time  
Employment Type  
Regular  
Shift Work  
No  
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