

ED, Head of Analytics Engineering

Job ID

REQ-10058909

Mar 03, 2026

LOC_US

About the Role

The Insights and Decision Science (IDS) team is dedicated to enabling improved decision-making at Novartis by leveraging data and advanced analytics capabilities to generate actionable insights that drive business growth. We collaborate closely with the US business, bringing insights and challenging ideas to empower smarter, data-driven decision-making. We are seeking a visionary and pragmatic leader to build and institutionalize the foundation for analytics at scale. This role will architect the systems, standards, and capabilities that enable high-quality, consistent, and scalable analytics across our organization. By defining frameworks, ensuring rigor, and connecting cross-functional efforts, this leader will make analytics a repeatable, trusted, and efficient enterprise capability.

Key Responsibilities:

- Establish and champion analytics rigor, including statistical standards, validation protocols, and QA practices.
- Define enterprise-wide frameworks for measurement, performance metrics, and reporting standards.
- Enable cross-functional synergy by connecting analytics efforts across Commercial, Medical, Market Access, and other domains.
- Institutionalize analytics engineering as a core discipline, including reusability of data pipelines, analytics automation, and production-grade analytics solutions.
- Develop scalable capabilities that allow solutions to be transferred across use cases quickly and effectively.
- Support governance and compliance, ensuring analytical outputs meet regulatory and ethical standards.

Essential Requirements:

- Bachelor's or master's degree in business administration, Computer Science, Engineering, or a related field.
- 10+ years of experience in data/analytics, with demonstrated success in building scalable systems or frameworks.
- Proven track record of establishing analytics standards, governance, or platform capabilities.
- Strong cross-functional experience, ideally within Commercial, Medical, or Market Access analytics in life sciences or a regulated industry.
- Experience with analytics engineering, BI tooling, and data infrastructure concepts.
- Excellent communication and influence skills, especially with technical and non-technical stakeholders.

Preferred Qualities:

- Systems thinker with a deep understanding of how analytics drive decisions across an enterprise.
- Builder mindset: enjoys creating structure from ambiguity and scaling impact.
- Comfortable balancing strategic design and operational execution.
- Deep understanding of data lifecycle, from data ingestion to decision-making impact.

The pay range for this position at commencement of employment is expected to be between \$214,900.00 and \$399,100.00 a year; however, while salary ranges are effective from 1/1/25 through 12/31/25, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills and abilities. The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an "at-will position" and the Company reserves the right to modify base salary (as well as any other discretionary

payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

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_IU

Business Unit

Marketing

Location

LOC_US

Site

East Hanover

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area

FCT_MM

Job Type

Full time

Employment Type

Regular

Shift Work

No

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List of links present in page

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