

Director, Search & Evaluation (Platforms & AI)

Job ID

REQ-10084825

Aug 06, 2026

LOC_US

About the Role

Key responsibilities:

- Lead execution of AI-focused S&E strategy in priority R&D areas, translating internal scientific and business priorities into external search themes and actionable landscapes.
- Develop and maintain strategic landscapes across AI-enabled R&D, including company mapping, technology segmentation, financing and deal trends, and prioritization of opportunities.
- Lead complex triage and diligence efforts for AI platform, data, model, and end-to-end discovery/development opportunities, coordinating cross-functional input.
- Assess technical and strategic differentiation of external AI opportunities, including evidence strength, data access and quality, model validation, wet/dry lab integration, implementation path, partner maturity, and fit with Novartis R&D needs.
- Prepare and present high-quality decision materials for S&E, C&BD, and R&D leadership, including strategic recommendations, governance updates, deal rationale, and clear next-step proposals.
- Build strong internal alignment with BR, Development, Data/Digital/IT, and other enabling functions to translate R&D priorities into actionable search themes, partnering strategies, and high-impact external opportunities.
- Develop and maintain external relationships with AI biotech and technology companies, venture investors, incubators, academic groups, and industry thought leaders.
- Monitor competitor activity, investment trends, BD deal-making, and technology inflection points in AI-enabled R&D to inform Novartis positioning and engagement strategy.
- Contribute to continuous improvement of S&E processes, including AI-specific diligence frameworks, company tracking, landscape refreshing cadence, and governance standards.

Essential requirements:

- Delivery of high-quality AI landscapes and strategic perspectives that inform C&BD and R&D prioritization.
- Identification and advancement of differentiated AI-enabled R&D opportunities aligned with Novartis priorities.
- Timely and rigorous triage/diligence of AI opportunities with clear recommendations and well-documented rationale.
- Effective cross-functional alignment across BR, Development, Data/Digital/IT, and governance stakeholders.
- High-quality governance materials and leadership communication.
- Strong external network coverage across AI biotech, technology, academic, and VC ecosystems.
- Improved S&E organizational capability to evaluate AI opportunities consistently and efficiently.
- Contribution to team development, knowledge management, and scalable ways of working.

Desirable requirements:

- Advanced degree in life sciences, computational biology, chemistry, engineering, medicine, data science, or related field strongly preferred; PhD, MD/PhD, PharmD, MBA, or equivalent experience preferred.
- 10+ years of experience in biopharma R&D, business development, AI-enabled life sciences, search & evaluation, strategy, venture, consulting, computational drug discovery, or data science.
- Demonstrated ability to evaluate complex scientific and technology platforms and translate technical differentiation into strategic and business implications.
- Strong understanding of drug discovery and development, with knowledge across AI-enabled target identification, chemistry, biologics, translational science, clinical development, data platforms, and/or lab automation.
- Experience leading cross-functional opportunity assessment, diligence, governance preparation, or BD-related

evaluations.

- Strong external orientation and network-building ability across AI- enabled biotech, technology, venture, academic, and innovation ecosystems.
- Ability to operate independently, influence without authority, and drive alignment in a matrixed global organization.
- Excellent executive communication skills, including the ability to synthesize complex technical topics into concise, decision-ready narratives.
- Strong judgment on data quality, model validation, scientific differentiation, implementation risk, IP/data considerations, and strategic fit.
- Experience mentoring colleagues or leading workstreams preferred.
- Willingness to travel domestically and internationally as needed.

Benefits & Rewards

The salary for this position is expected to range between \$176,400 and \$327,600 per 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 awards. US-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.

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>

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>

Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

Role Requirements

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Benefits and Rewards: Learn about all the ways we'll help you thrive personally and professionally.

[Read our handbook \(PDF 30 MB\)](#)

Division

DIV_SG

Business Unit

Strategic Planning & BD&L

Location

LOC_US

Site

Cambridge (USA)

Company / Legal Entity

U061 (FCRS = US061) Novartis Services, Inc.

Functional Area

FCT_BS

Job Type

Full time

Employment Type

Regular

Shift Work

No

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