

Associate Director, AI Foundations Engineering (3 Openings)

Job ID

REQ-10086335

Sep 15, 2026

LOC_US

About the Role

Key Responsibilities:

- Lead the architecture, design, and engineering delivery of the organization's agentic AI platform and related solutions.
- Drive the transformation of existing products, processes, and workflows into scalable agentic AI-enabled capabilities.
- Oversee end-to-end AI engineering operations, including development, deployment, monitoring, reliability, and continuous improvement.
- Partner with cross-functional stakeholders to define technical roadmaps, platform standards, and solution priorities aligned to business goals.
- Establish engineering best practices for AI system performance, scalability, security, governance, and maintainability.
- Guide the evaluation, integration, and optimization of AI models, orchestration frameworks, and supporting platform components.
- Build, mentor, and lead high-performing engineering teams while fostering innovation, accountability, and technical excellence.
- Identify opportunities to accelerate value delivery through reusable AI services, automation, and operational efficiencies.

Essential Requirements:

- Bachelor's degree required and advanced degree preferred, ideally in computer science, engineering, information systems, or a related technical field.
- 5 plus years of experience in technology leadership, solution architecture, software engineering, or prototype development, with a strong track record of building and advancing proofs of concept for digital, data driven, or AI enabled solutions.
- Demonstrated experience translating early-stage concepts into functional prototypes or PoCs, including evaluating technical feasibility, defining solution approaches, and working through ambiguity to validate ideas quickly and effectively.
- Strong technical knowledge across modern application development, cloud platforms, data, and AI technologies, with the ability to partner closely with Product, Innovation, Engineering, and Data Science teams to bring concepts to life.
- Experience leading cross functional technical efforts, including guiding developers, coordinating stakeholders, and ensuring PoC work aligns with business goals, user needs, and longer term technical direction.
- Strong problem solving, communication, and execution skills, with the ability to explain technical tradeoffs clearly, manage multiple priorities, and operate effectively in fast paced innovation environments.

Novartis Compensation Summary:

The salary for this position is expected to range between \$145,600 and \$270,400 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.

Role Requirements

Division

DIV_IU

Business Unit

General Management

Location

LOC_US

Site

Remote Position (USA)

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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