NOVARTIS

Lab Automation & Logistics Delivery Lead

Job ID
REQ-10079734
Nov 10, 2026
LOC_US

About the Role

Internal job title: Associate Director

Position Location: San Diego, CA or Cambridge, MA, onsite #LI-onsite

This role is based in San Diego, CA or Cambridge, MA. Novartis is unable to offer relocation support for this role: please only apply if either location is accessible for you.

The role focuses on creating and improving automated, and scalable end-to-end processes across lab, data, and logistics environments. Delivery is performed through predictable, high-quality, and timebound initiatives, aligned with enterprise priorities and architectural standards. The Delivery Lead is instrumental in prioritizing, planning, and executing initiatives across the full lifecycle from ideation to release, scaling, and transition to operations while ensuring alignment with architectural, security, and compliance standards. The role plays a central part in enabling innovative value creation for Biomedical Research through effective delivery leadership, workflow-centric thinking, and strong stakeholder engagement.

Scope of Responsibility

The role operates across the following capability areas:

- Lab device and system integration
- Workflow orchestration across systems and teams
- Automation (RPA, event-driven workflows)
- AI solutions for operational processes
- Sample ordering, production, and logistics workflows
- Compliance-enabled workflow design and execution

Key responsibilities:

- Lead end-to-end delivery of lab automation and workflow orchestration initiatives, driving scalable and efficient lab and logistics processes across Biomedical Research
- Ensure delivery excellence by managing scope, timelines, and budget while leading cross-functional matrix teams and aligning across stakeholders and D&D functions
- Drive workflow automation by identifying inefficiencies and translating business processes into scalable, reusable automation solutions (RPA, orchestration, AI)
- Own stakeholder engagement by acting as the primary interface, building strong relationships, aligning priorities, and communicating progress, risks, and outcomes clearly
- Guarantee compliance and standards by ensuring solutions meet architectural, security, and regulatory requirements, and align with enterprise platforms and data integrity needs

Essential Requirements:

- Masters or PhD degree in a scientific/technology/computational science/data science area.
- 10+ years of relevant experience in a multidisciplinary environment across the Pharma continuum.
- Proven ability to deliver complex initiatives end-to-end, consistently achieving high-quality outcomes on time and within budget across lab, data, or digital domains
- Strong project management expertise, including prioritization, planning, execution, communication, and risk management, with the ability to manage dependencies across multiple teams and systems

- Demonstrated experience leading cross-functional matrix teams, with the ability to effectively coordinate diverse stakeholders and drive aligned execution
- Excellent stakeholder management and communication skills, with the ability to act as a trusted delivery partner across business and technical audiences
- Solid domain and digital expertise, including understanding of lab operations and scientific systems, and hands-on knowledge of workflow automation, RPA, and AI-enabled solutions
- Strong systems thinking and automation mindset, with the ability to identify optimization opportunities and apply appropriate approaches (workflow orchestration, RPA, AI) to deliver scalable solutions

Desirable Requirements:

- Experience applying modern delivery practices (e.g., agile, experimentation, product-centric delivery models)
- Agentic AI experience
- Ability to translate ambiguous operational challenges into structured, deliverable initiatives
- Proven ability to drive innovation, continuous improvement, and high-performance delivery behaviors in complex environments
- Curious, self-motivated, and continuous learner
- Collaborative and delivery-oriented mindset

The salary for this position is expected to range between $152,600 and $283,400 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.

To learn more about the culture, rewards and benefits we offer our people click here.

Role Requirements

Division
DIV_RE
Business Unit
Research
Location
LOC_US
Site
San Diego
Company / Legal Entity
U175 (FCRS = US175) Novartis Institutes for BioMedical Research, Inc.
Alternative Location 1
LOC_US
Functional Area
FCT_RD
Job Type
Full time
Employment Type
Regular
Shift Work

No

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