NOVARTIS

Director, AI Systems Engineering & Evaluation

Job ID
REQ-10093107
Nov 17, 2026
LOC_GB

About the Role

Major accountabilities

· Develop and execute a roadmap for the shared AI foundations of Development, including reusable agentic architectures, retrieval and knowledge systems, simulation and digital twins, so that each new system builds on the last

· Architect, prototype and productionise reusable agentic components: agent orchestration, memory and context management, tool integration and human-in-the-loop patterns, delivered as templates and reference implementations that domain teams can extend

· Define agent and model evaluation frameworks covering reliability, hallucination risk, grounding, task completion rate and regulatory-grade auditability, and build the shared benchmark suites, evaluation datasets and test harnesses that apply them

· Establish red teaming and adversarial testing for agentic systems (prompt injection, jailbreaks, retrieval attacks, tool misuse) in partnership with cybersecurity

· Set production-readiness criteria and monitoring for AI systems in Development, including drift, degradation and failure-mode analysis, and support technical validation of GxP-relevant systems

· Define MLOps, LLMOps and AgentOps practices (versioning, orchestration, tracing, observability) and partner with DDIT so the required signals are built into the platforms they run

· Design and implement the data and knowledge foundations that agentic systems depend on for grounded, trustworthy decision-making; integrate internal/external data sources, APIs and knowledge bases as agent-accessible tools with appropriate access controls and governance

· Connect technical performance evidence to the business-value KPIs each AI system is meant to move, working with Product teams so that decisions to scale, fix or retire rest on objective evidence

· Turn proven project-level solutions into reusable capabilities, reducing duplication and time-to-build across domains

· Strategically coordinate and prioritise team and partner resources across initiatives; proactively manage risks, stakeholder expectations and competing priorities

· Proactively evaluate the evolving AI landscape (e.g. reasoning models, agent frameworks, MCP, evaluation tooling) and guide technology selection

· Publish and present at conferences and academic institutions; serve as a Novartis ambassador for applied and agentic AI

· Coach and develop data scientists and AI engineers in agentic design patterns, evaluation and responsible AI practices

Minimum requirements:

· 10+ years in Data Science or AI, with demonstrable experience building and deploying production AI/ML systems

· Hands-on experience with agentic frameworks (e.g. LangGraph, AutoGen, CrewAI, or equivalent) and with turning prototypes into reusable, production-grade capabilities

· Proven experience defining evaluation approaches, benchmarks and production-readiness criteria for LLM or agentic systems

· Experience leading senior technical teams and external partners in complex, regulated environments; healthcare or life sciences experience preferred

Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

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 a minimum of 14 weeks paid parental leave.

Expected Annual Base Salary Range for role:

- London: 100,240.00 - 186,160.00 GBP Annual

The 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. Further details will be provided during the application process.

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

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.

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

Role Requirements

Primary location salary range
£100,240.00 - £186,160.00
Division
DIV_GD
Business Unit
Development
Location
LOC_GB
Site
London (The Westworks)
Company / Legal Entity
GB16 (FCRS = GB016) Novartis Pharmaceuticals UK Ltd.
Functional Area
FCT_DD
Job Type
Full time
Employment Type
Regular
Shift Work
No
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