

## Associate Director, Technical Lead (Custom Applications Focus)

Job ID  
REQ-10083384  
июл 17, 2026  
Чехия  
Available in: English

### Сводка

Do you enjoy building innovative software solutions, modernising legacy applications, and leveraging AI to transform how engineering teams deliver value? This is an exciting opportunity to join a newly created Product Technology & Engineering team in Prague and play a key role in shaping how custom software applications are built and delivered across BR Data & Digital. As Technical Lead (Custom Applications Focus), you will provide hands-on architectural and technical leadership to design and deliver new or significantly enhanced custom software applications – from greenfield builds to modernisation of existing on-prem and cloud solutions. Leveraging AWS cloud, modern DevOps practices, and secure-by-design principles, you will be a hands-on champion of AI-driven engineering transformation, embedding AI into the full engineering lifecycle – from architecture and code generation to CI/CD, testing, and observability – accelerating the delivery of high-impact scientific and operational outcomes across a dynamic product portfolio.

Location: Prague, Czech Republic #LI-Hybrid

This role is based in Prague, Czech Republic. Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

### About the Role

#### Responsibilities:

- Lead technical solutioning across the full design-build-release lifecycle for new and existing custom applications, ensuring performance, reliability, and long-term maintainability.
- Provide hands-on engineering leadership that elevates team quality, unblocks delivery, and sets a high bar for modern software practices.
- Champion AI-driven engineering transformation across the team, embedding AI tools into architecture, code generation, code review, CI/CD, and testing workflows.
- Drive the integration of LLM-based agents and AI models into custom applications where they add measurable scientific or operational value.
- Embed security at every layer of the engineering lifecycle, enforcing OAuth2, OIDC, SAML, zero-trust principles, secrets management, and OWASP-aligned secure-by-design practices.
- Own and actively mitigate technical debt across legacy and modern custom applications.
- Drive continuous improvement toward scalable, maintainable, and cloud-native solutions.
- Translate product and stakeholder needs into clear, sequenced technical plans and ensure execution stays aligned and unblocked across matrix teams.
- Partner closely with delivery leads, architects, and operations teams to manage technical dependencies and deliver predictable outcomes on time-bound initiatives.
- Contribute to a coherent technical architecture across the broader BR Data & Digital product portfolio and foster a team-before-self culture of urgency, quality, and continuous improvement.

#### Essential for the role:

- 7+ years of hands-on experience designing and delivering custom-built applications in complex, large-scale enterprise environments, including greenfield development and modernisation of legacy systems.
- Deep expertise in AWS cloud architecture and modern DevOps practices.
- Strong experience with CI/CD pipelines, infrastructure-as-code, containerisation using Docker/Kubernetes, and git-based delivery workflows.
- Strong security mindset with practical experience in OAuth2, OIDC, SAML, secrets management, OWASP, least privilege, and zero-trust approaches.
- Active practitioner of AI-driven engineering, using AI tools to accelerate architecture decisions, code generation, code review, CI/CD, and testing.
- Proficiency in Python and/or Java, or another modern programming language, with the ability to lead and review code across a cross-functional engineering team.
- Experience delivering full-stack applications, with solid understanding of API design and relational or non-relational database design and management.
- Proven ability to manage complex technical dependencies, mitigate risks, and keep delivery on track within time-bound product initiatives.

#### Desirable for the role:

- Hands-on experience with agentic and AI-enabled software engineering, designing, integrating, and shipping LLM-based agents or AI models into production applications.
- Experience with modern frontend technologies, such as React, TypeScript, or similar, and the ability to contribute to or guide full-stack application delivery.

#### Benefits & Rewards:

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

#### Expected Annual Base Salary Range for role: 1,354,220.00 to 2,514,980.00 CZK

The base 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.

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 minimum 14 weeks paid parental leave.

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](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 & Inclusion:**

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

**Accessibility and accommodation:**

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an email to [di.cz@novartis.com](mailto:di.cz@novartis.com) and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

**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 \(PDF 30 MB\)](#)

Primary location salary range  
Kč1,354,220.00 - Kč2,514,980.00  
Дивизион  
Biomedical Research  
Business Unit  
Information Technology  
Место  
Чехия  
Сайт  
Prague  
Company / Legal Entity  
CZ02 (FCRS = CZ002) Novartis s.r.o.  
Functional Area  
Research & Development  
Job Type  
Full time  
Employment Type  
Regular  
Shift Work  
No

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to [di.cz@novartis.com](mailto:di.cz@novartis.com) and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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