

# Global Clinical Operations AI Program Associate Director

Job ID  
REQ-10084129  
avr 26, 2026  
CUSA

## Сводка

#LI-Hybrid

Location: East Hanover, NJ, USA

This role is based at our East Hanover offices, NJ. Novartis is unable to offer relocation or work sponsorship for this location. Please only apply if this location is accessible to you.

Novartis operates a Hybrid working policy with a requirement of 12 days per month in office.

Help shape how AI creates measurable impact across Clinical Operations.

As the Global Clinical Operations AI Program Associate Director, you will drive the delivery of GCO's AI portfolio, translating innovative ideas into scalable, compliant solutions that improve how teams work. Partnering across Clinical Operations, Development AI, Data, Digital and Information Technology, and business leaders, you will lead program execution, enable adoption, and help accelerate the transformation to an AI-enabled organization. This is an opportunity to combine clinical operations expertise, change leadership, and innovation delivery to bring AI from concept to real-world impact.

## About the Role

This position acts as the programmatic backbone of the AI team by supporting the coordination and alignment of GCO AI product roadmaps with Dev AI products and strategy as well as enabling Product Owners, Platform Leads and the Head of AI Transformation to deliver on the GCO AI goals.

## Key Responsibilities

- Oversee planning, execution, delivery, and reporting across the Global Clinical Operations AI portfolio.
- Monitor portfolio progress, dependencies, risks, and milestones to support effective decision-making.
- Deliver portfolio reporting and insights using standardized key performance indicators and metrics.
- Partner with Product Owners and Platform Leads to maintain an integrated AI roadmap and solution landscape.
- Coordinate governance activities including intake, prioritization, risk assessment, compliance alignment, and approvals.
- Support adoption of self-service, low-code, and productivity-focused AI solutions across Clinical Operations.
- Lead change management, communications, training, and launch readiness activities for AI initiatives.
- Apply consistent program management practices, including value tracking, quality assurance, and benefits realization.

## Essential Requirements

- Bachelor's degree in Computer Science, Engineering, Life Sciences, or a related discipline, or equivalent relevant business experience.
- A postgraduate qualification in a relevant discipline would be beneficial.
- Significant experience in program management, project management, digital delivery, or business transformation within complex global organizations.
- Proven ability to coordinate multiple workstreams and drive delivery across cross-functional initiatives.
- Strong understanding of Clinical Operations or the ability to rapidly develop expertise in the clinical trial environment.
- Experience delivering innovation, transformation, or technology-enabled change that resulted in measurable business outcomes.
- Ability to build trusted partnerships and influence stakeholders across technical, operational, and compliance functions.
- Experience supporting digital or AI initiatives, including solution deployment, adoption, or process automation.
- Experience working within regulated environments and applying compliance requirements to operational delivery.
- Excellent communication, change management, and facilitation skills, with the ability to drive adoption of new ways of working.

## Desirable Requirements

- Demonstrated personal use of AI beyond basic productivity applications, including experimentation with emerging tools or solutions.
- Experience supporting technology adoption, change, or process improvement within Clinical Operations or a related healthcare environment.

## Novartis Compensation and Benefit Summary:

The salary for this position is expected to range between \$160,300.00 - \$297,700.00 USD Annual

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>

**Benefits and Rewards:** Learn about all the ways we'll help you thrive personally and professionally.  
[Read our handbook \(PDF 30 MB\)](#)

**EEO Statement:**

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

**Accessibility & Reasonable Accommodations**

The Novartis Group of Companies are committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the application process, or to perform the essential functions of a position, please send an e-mail to [us.reasonableaccommodations@novartis.com](mailto:us.reasonableaccommodations@novartis.com) or call +1(877)395-2339 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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