NOVARTIS

# Associate Director, AI Foundations Engineering (3 Openings)

Job ID
REQ-10086336
Сен. 30, 2026
США

### Сводка

#LI-Remote

The Associate Director, AI Foundations Engineering will lead the engineering strategy, design, development, deployment, and ongoing optimization of our agentic AI platform and solutions. This role is responsible for building scalable, secure, and reliable AI-driven systems that transform existing products, processes, and workflows into intelligent, agentic AI experiences. As a key technical leader, the Associate Director will partner closely with product, data, architecture, security, and business teams to define platform capabilities, drive implementation excellence, and operationalize continuous improvement across the AI lifecycle. The ideal candidate brings deep expertise in AI engineering, platform architecture, and production operations, along with a strong track record of translating emerging AI capabilities into practical, high-impact business solutions.

This position can be based remotely anywhere in the U.S. (there may be some restrictions based on legal entity). Please note that this role would not provide relocation as a result. The expectation of working hours and travel (domestic and/or international) will be defined by the Hiring Manager.

There are 3 positions available.

### 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 in computer science, engineering, or a related field, or equivalent practical experience. An advanced degree is a plus but not required.
- 5+ years of professional software engineering experience, including at least 1–2 years building applications on large language models, with at least one agentic system deployed beyond a demo.
- Hands-on experience building AI agents on AWS. This includes Amazon Bedrock (models, Agents, Knowledge Bases, Guardrails) and Bedrock AgentCore or comparable approaches for agent runtime, memory, tool access, and identity.
- Proficiency with at least one agent framework, such as Strands Agents, LangGraph, LlamaIndex, CrewAI, or a custom orchestration layer. You should be able to explain when a simple workflow beats a multi-agent design.
- Strong Python skills  plus experience with AWS services commonly used in agent architectures: Lambda, Step Functions, ECS/EKS, API Gateway, DynamoDB, S3, and IAM.
- Experience with retrieval-augmented generation (RAG), including chunking strategies, embeddings, vector stores (OpenSearch, pgvector, or similar), and improving retrieval quality.
- Experience designing tool use and function calling so agents can connect to APIs, databases, and enterprise systems. Familiarity with Model Context Protocol (MCP) is preferred.
- A practical approach to evaluation and observability: test sets for agent behavior, LLM-as-judge or human review loops, tracing (CloudWatch, OpenTelemetry, LangSmith, or similar), and monitoring cost and latency.
- Ability to take an ambiguous business problem to a working prototype quickly, then harden it for real users with security, guardrails, error handling, and CI/CD using CDK or Terraform.
- Clear communication of technical tradeoffs to product and business partners, and comfort working in a small, fast-moving team.

**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.

**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 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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Место
США
Состояние
Remote, US
Сайт
Remote Position (USA)
Company / Legal Entity
U014 (FCRS = US014) Novartis Pharmaceuticals Corporation
Functional Area
Маркетинг
Job Type
Full time
Employment Type
Regular
Shift Work
No

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