NOVARTIS

ERC Associate Director, International AI Office

Job ID
REQ-10091603
Ноя. 19, 2026
Испания

Сводка

#LI-Hybrid

Location: Barcelona

Relocation Support: Novartis is unable to offer relocation support: please only apply if location is accessible.

Are you passionate about shaping the future of artificial intelligence while ensuring it is used responsibly and ethically? As ERC Associate Director, International AI Office, you will play a pivotal role in guiding some of Novartis' most transformative digital and AI initiatives, including the Customer Engagement of the Future program. Working at the intersection of innovation, ethics, risk, and compliance, you will partner with senior business, data, digital, and technology leaders to help bring groundbreaking solutions to life while embedding trust, integrity, and compliance by design every step of the way. This is a unique opportunity to influence how AI is adopted at scale across international markets and help redefine the future of healthcare.

About the Role

Key Responsibilities

· Partner with business leaders to enable compliant innovation across artificial intelligence and digital transformation initiatives.

· Collaborate with business and AI Office to establish AI Governance framework and guardrails supporting responsible adoption of artificial intelligence and data solutions.

· Provide strategic ethics, risk, and compliance guidance for customer engagement and data-driven programs.

· Bring a forward-looking ERC perspective to emerging technologies (e.g., CEFUT), customer engagement models, advanced analytics, and AI capabilities, balancing innovation with appropriate governance and risk management.

· Embed compliance and ethical principles into product design, governance, and operating models from concept to deployment.

· Anticipate, assess, and mitigate emerging compliance and ethical risks associated with evolving technologies.

· Collaborate with regional and country teams to align global initiatives with local regulatory requirements.

· Role-model the Novartis Code of Ethics and provide credible, informed challenge across business initiatives

· Influence strategic decisions and foster a strong culture of ethics, integrity, and accountability across stakeholders.

Essential Requirements

· Degree in business, law, or another compliance-related discipline.

· Significant experience in ethics, risk and compliance, legal, or related business partnering roles.

· Deep understanding of pharmaceutical industry regulations, industry codes, and anti-bribery requirements.

· Experience advising cross-functional stakeholders on complex compliance and risk management matters. Country business partnering experience will be a plus.

· Strong knowledge of artificial intelligence concepts and responsible technology governance principles.

· Excellent communication, influencing, and stakeholder management skills across global organizations.

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: 63,400.00 - 117,700.00 EUR Annual

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

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: Learn about all the ways we'll help you thrive personally and professionally.
Read our handbook (PDF 30 MB)

Primary location salary range
€63,400.00 - €117,700.00
Дивизион
Ethics Risk & Compliance
Business Unit
Audit & Compliance
Место
Испания
Сайт
Barcelona Gran Vía
Company / Legal Entity
ES06 (FCRS = ES006) Novartis Farmacéutica, S.A.
Functional Area
Юристы, Интеллектуальная собственность, Compliance
Job Type
Full time
Employment Type
Regular
Shift Work
No

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