NOVARTIS

Senior Principal Workflow Automation Expert

Job ID
REQ-10092490
Ноя. 13, 2026
США

Сводка

The Workflow Automation Engineer drives workflow transformation by converting manual and fragmented processes into intelligent, automated and scalable solutions. Working closely with scientists, process owners and business stakeholders, this role leverages workflow platforms, integrations, data, robotics and AI to improve efficiency, reliability, compliance and user experience. The position balances technical engineering expertise with business partnership to deliver solutions that accelerate scientific and operational outcomes.

Location: San Diego, USA #LI-Hybrid

This role is based in San Diego, USA. Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

About the Role

Responsibilities:

- Partner with scientific experts, process owners and cross-functional stakeholders to identify valuable automation opportunities.
- Apply systems thinking to analyse, model and redesign processes for automation readiness.
- Translate business and user needs into clear requirements, product features and a compelling value case.
- Design and integrate solutions using appropriate combinations of workflow platforms, software, APIs, data, cloud services, robotics and AI.
- Ensure solutions align with enterprise platforms and applicable security, compliance and governance standards.
- Establish reusable components, engineering practices, frameworks and documentation that improve delivery quality and maintainability.
- Partner with process owners and users to support adoption and measure improvements in efficiency, reliability and user experience.
- Explain technical approaches and trade-offs clearly to technical and non-technical audiences.

Essential for the role:

- Bachelor's degree in engineering, computer science, data science, life sciences or a related discipline, or equivalent professional experience demonstrating substantial technical and engineering expertise.
- At least four years of relevant experience designing and delivering technology solutions that improve workflows, such as software applications, systems integrations, robotic process automation, laboratory automation or AI-enabled solutions.
- Proficiency in at least one programming or scripting language, with experience integrating applications, services or data through APIs or other integration methods.
- Demonstrated ability to translate user and business needs into reliable, secure and maintainable solutions, including appropriate testing, documentation and deployment practices.
- Hands-on experience applying AI, such as machine learning, generative AI or agentic systems, to automate or improve workflows, with an understanding of its limitations and how to evaluate results.
- Ability to guide technical decisions, communicate clearly with technical and non-technical audiences and influence stakeholders across teams without formal authority.

Desirable for the role:

- Experience working in life sciences, pharmaceutical or similarly regulated environments.
- Experience mentoring or developing others in automation, process engineering, software engineering or artificial intelligence.

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: $119,700 to $222,300

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 pro*cess.

USA - Benefit Statement:

The salary for this position is expected to range between $119,700 and $222,300 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.

To learn more about the culture, rewards and benefits we offer our peopleclick here.

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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