

## Executive Director, Data Governance

Job ID  
REQ-10043979

Mar 17, 2025

USA

### Summary

Location: East Hanover

The Insights and Decision Science (IDS) team is dedicated to enabling improved decision-making at Novartis by leveraging data and advanced analytics capabilities to generate actionable insights that drive business growth. We collaborate closely with the US business, bringing insights and challenging ideas to empower smarter, data-driven decision-making. Reporting into VP, Head, US Data Strategy and Governance, the Executive Director, Data Governance will play a critical role in establishing a comprehensive data governance strategy to support the US Commercial organization.

This Executive Director role will provide strategic leadership and oversight in driving Novartis' data governance mission to ensure comprehensive data accessibility, quality, compliance, and consistency across the organization. In this position, you will work closely with the executive leadership team to shape data governance strategies that align with corporate objectives, regulatory requirements, and long-term business goals. You will have ultimate accountability for the development and execution of data governance frameworks, ensuring they support the company's vision for data-driven innovation, operational efficiency, and risk management. This position will involve guiding cross-functional teams, steering high-level decision-making, and influencing the

direction of data management and stewardship practices across the enterprise.

## About the Role

### Key Responsibilities:

- Lead the strategic development and implementation of an enterprise-wide IDS data governance framework, setting clear objectives, milestones, and defining roles and responsibilities to ensure the highest standards in data stewardship.
- Chair the Data Governance Council, engaging senior leaders and stakeholders from across business units to drive alignment on key data initiatives and to foster cross-functional collaboration on critical data-related decisions.
- Oversee the creation and enforcement of data governance policies and standards, ensuring compliance with global data privacy regulations, security requirements, and ethical data usage practices.
- Guide the establishment of data quality management processes across all teams, ensuring comprehensive oversight and mechanisms for continuous monitoring and improvement of data quality.
- Spearhead the integration and strategic use of advanced technology solutions (e.g., metadata management, data lineage, and business rules management) to enhance data visibility, accessibility, and governance across the organization.
- Drive organizational change by promoting data governance initiatives, increasing awareness, and providing leadership in the adoption of tools and best practices to elevate data literacy and governance understanding across teams.
- Establish and maintain executive-level oversight mechanisms, producing high-level data governance reports, dashboards, and metrics to communicate progress and compliance to Novartis senior leadership and board-level stakeholders.

### Essential Requirements:

Novartis seeks an individual with extensive experience overseeing data governance operations. The individual should have a deep understanding of industry best practices and a proven ability to manage data-related risks, including privacy and security concerns. A commitment to driving continuous improvement in data governance processes, informed by data insights and industry trends, is essential to this role.

- Bachelor's or Master's degree in Information Management, Computer Science, Business Administration, or related field.
- 10+ years of experience in experience in data governance, data management, or related roles.

- 5+ years of people management experience. Proven track record of enabling data-driven decision-making at a senior leadership level, including addressing complex business challenges and shaping organizational strategy particularly in therapeutic areas.
- Strong understanding of data governance principles, frameworks, and best practices.
- Familiarity with regulatory requirements and industry standards related to data privacy and security.
- Excellent leadership, communication, and stakeholder management skills. Ability to influence and drive change in a complex organizational environment.
- Strong analytical and problem-solving skills, with the ability to assess and manage data-related risks.
- Certification in data governance or related areas (e.g., DM-BOK, CDMP, etc.).

Novartis Compensation and Benefit Summary: The pay range for this position at commencement of employment is expected to be between \$214,900.00 and \$399,100.00 a year; however, while salary ranges are effective from 1/1/25 through 12/31/25, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills and abilities. The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an “at-will position” and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

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>

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>

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#### EEO Statement:

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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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