

# Director, Data Governance

Job ID  
REQ-10047044  
Apr 02, 2025  
USA

## Summary

This position will be located at the East Hanover, NJ location and will not have the ability to be located remotely.

This is a one of three roles.

## About the Role

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 Executive Director, Data Governance, the Director, Data Governance will play a critical role in establishing a comprehensive data governance strategy to support the US Commercial organization.

This position will be responsible for driving data governance strategies and initiatives to ensure data accessibility, quality, compliance, and consistency across the business. This leadership role will oversee the development and implementation of data governance frameworks, ensuring alignment with corporate objectives and regulatory requirements. The role will involve collaboration with cross-functional teams to establish and maintain the roadmap of key data governance initiatives required to promote effective management and oversight of the organization's data assets.

## Key Responsibilities:

- Develop data governance framework, outlining key objectives, milestones, and roles and responsibilities to support effective domain ownership and stewardship, metadata management, data classification and standards, documentation of requirements, and change control procedures
- Serve as a chair in data governance council, bringing together stakeholders from cross-functional teams to manage and collaborate on key data initiatives
- Implement data governance policies and standards to support data security, privacy, and compliant usage of data
- Partner with IDS teams to determine where data quality management processes are required, ensuring appropriate oversight and mechanisms are in place to support ongoing monitoring

- Oversee the use of technology solutions to advance governance initiatives related to metadata management, data lineage, business rules management, in order to enhance data awareness and accessibility
- Promote trainings and raise awareness on data governance initiatives, processes, and technology / solutions to improve organizational data literacy and drive adoption and adherence to data governance policies
- Establish oversight mechanisms to monitor compliance and present data governance reports, dashboards, and metrics to senior leadership
- Develop and manage data governance metrics and associated KPIs

### **Essential Requirements:**

**Education:** Bachelor's or Master's degree in Information Management, Computer Science, Business Administration, or related field.

### **Experience:**

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.

Additional qualifications are as follows:

- A minimum of 8 years of experience in experience in data governance, data management, or related roles.
- 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: \$185,500 and \$344,500/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.

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Division

US

Business Unit

Universal Hierarchy Node

Location

USA

State

New Jersey

Site

East Hanover

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area

Marketing

Job Type

Full time

Employment Type

Regular

Shift Work

No

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