

Director, Monitoring and Standards

Job ID
REQ-10043978
Mar 20, 2025
USA

Summary

This position will be located in East Hanover, NJ.

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 the VP, Head, US Data Strategy and Governance, this role will be critical in implementing data quality monitoring frameworks and standards across the US Commercial organization.

This position will be responsible for overseeing the implementation and execution of data quality monitoring frameworks and standards across the IDS organization. The Director, Monitoring and Standards will ensure the accuracy, integrity, and consistency of data by establishing detailed metrics and overarching KPIs designed to track the health and quality of Novartis data assets. This role will collaborate with cross-functional teams to identify data quality issues and implement processes for ongoing monitoring and oversight. This position is crucial for ensuring teams have access to high-quality, trusted data to support their business use cases across the organization.

About the Role

Key Responsibilities:

- Develop and enforce data quality frameworks, policies, standards, and processes to ensure consistency, accuracy, and integrity of Novartis data assets.
- Devise measurable data quality metrics that tie to strategic-level KPIs that support ongoing monitoring and benchmarking of data quality and data health.
- Develop and perform automated data assessments (e.g., automated profiling, statistical analysis, pattern detection, anomaly detection, and trend analysis) to enhance data quality monitoring.
- Develop, deploy and monitor data quality metrics, identifying trends, risks, and areas for improvement, working with key stakeholders to proactively remediate issues.
- Develop a quality rules engine for business rule implementation, validation checks, cross-reference verification, format validation, and range checks.
- Partner with IDS stakeholders to understand their critical data needs and engage in data stewardship activities to provide training and ensure understanding and awareness of data quality technology and solutions.
- Oversee documentation and cataloging of data quality checks and results to drive greater transparency and trust in data.

- Conduct periodic data audits and assessments to ensure compliance with established policies and standards as well as regulatory requirements.

Essential Requirements:

Novartis is seeking a highly experienced professional to lead the monitoring and standards of data quality across IDS. The ideal candidate will have a deep understanding of data governance and data quality management within the highly regulated pharmaceutical industry. They will possess expertise in overseeing the execution of data quality initiatives, ensuring compliance with industry regulations and addressing data privacy and security concerns, especially with sensitive clinical and patient data. A strong commitment to continuous process improvement, leveraging data insights and keeping abreast of industry trends, is essential to ensuring Novartis maintains the highest standards of data quality and integrity.

- Bachelor's or Master's degree in Information Management, Computer Science, Business Administration, or related field.
- A minimum of 8 years of experience in experience in data governance, data management, or related roles.
- Strong understanding of data quality principles, frameworks, and best practices.
- In-depth knowledge of regulatory requirements and security standards (e.g., GDPR, HIPAA) as they apply to sensitive clinical and patient data.
- Exceptional leadership and communication skills, with the ability to influence and drive change in a global, complex environment like Novartis.
- 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 \$185,500.00 and \$344,500.00 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>

Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

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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 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.

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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