

AI Enablement & Governance Architect

Gubra is looking for an **AI Enablement & Governance Architect** to build and drive our enterprise approach to AI adoption, governance and value realization across Biotech, CRO, Group Functions and DDIT. This is a technology role within DDIT, requiring strong technical understanding of modern AI architectures, platforms, data, software integration and enterprise adoption.

AI will be treated as a **horizontal enterprise capability**, with enablement and value creation as the primary objectives and governance as the guardrail. This role will act as DDIT's central owner for AI governance and responsible AI, while also driving opportunity shaping, prioritization, adoption and scale. Product and Engineering teams remain accountable for solution delivery.

We believe the value of AI will come not from individual tools or models alone, but from how we combine AI with Gubra's scientific expertise, data, processes and digital capabilities to improve how we discover, develop and operate.

Your Responsibilities

- Define and drive Gubra's enterprise AI enablement and governance strategy, portfolio and roadmap.
- Shape technical patterns and reference architectures for GenAI, RAG, agents and AI-enabled applications together with Enterprise Architecture, Software & ML Engineering and Data Platform.
- Establish the operating model for AI across Gubra, including roles, decision rights, risk assessment, approvals, human oversight and lifecycle governance.
- Partner with Biotech, CRO, Ventures, Group Functions and DDIT to identify, qualify and prioritize high-value AI opportunities.
- Establish a clear pathway from AI exploration and experimentation to governed enterprise adoption.
- Define practical IT guardrails for Generative AI, assistants, agents, machine learning and emerging AI capabilities.
- Develop approaches for AI evaluation, testing, monitoring, traceability and appropriate human oversight.
- Work directly with IT Infrastructure, Software & ML Engineering, Data Platform and Security to shape technical solution approaches and help move AI use cases from experimentation toward production and scale.
- Assess AI platforms, models, APIs and vendors considering architectural fit, integration, security, data requirements, scalability and cost.
- Work with Legal, Quality and Security to embed regulatory, privacy, security and responsible AI requirements into practical ways of working.
- Help drive AI literacy, enablement and responsible adoption across scientists, business users, developers and leaders, including awareness of relevant governance and regulatory requirements such as the EU AI Act.
- Help Product Managers and business teams define measurable outcomes for AI initiatives, including productivity, quality, scientific impact, decision support or operational improvement.
- Continuously assess emerging AI capabilities and determine where they may create meaningful value for Gubra.

What You Bring

You combine a strong understanding of AI and ML with technical product thinking,

practical business judgement and the ability to operate across science, business, governance and technology.

You are likely to come from an AI, digital product, technology, architecture or data background, with the technical credibility to work closely with engineering teams while operating effectively with business leaders.

You are comfortable working in an environment where AI capabilities are evolving rapidly, and where organisations need to learn quickly while maintaining appropriate control.

You start with the business or scientific problem and the value to be created, not with the technology.

Required Experience

- Relevant experience across AI, Data, digital products, architecture or technology, with demonstrated recent involvement in enterprise AI adoption and implementation.
- Strong practical understanding of Generative AI, LLMs, RAG, agents and machine learning, including how these capabilities integrate with enterprise data, applications and workflows.
- Experience working with software, ML and data engineering teams on the architecture and implementation of AI-enabled solutions.
- Ability to review and challenge AI solution designs, technology choices, integration patterns and platform decisions.
- Exposure to modern cloud, software and data environments.
- Experience shaping opportunities with business and technology stakeholders and moving ideas from experimentation toward scalable adoption.
- Strong ability to translate emerging technologies into business implications, decisions and practical ways of working.
- Experience working across multiple functions and stakeholder groups, including senior leaders, technical teams and subject-matter experts.
- Strong change, adoption and communication skills, with the ability to build capability through others.
- Ability to balance innovation, speed, risk and governance pragmatically.

Preferred Experience

- Experience operationalising AI governance or responsible AI through practical processes and tooling, such as AI inventories, risk assessments, evaluation, monitoring, approval workflows or lifecycle controls.
- Experience with enterprise AI platforms and ecosystems, including OpenAI, Anthropic, Microsoft or comparable technologies.
- Experience assessing AI vendors and platforms across architectural fit, integration, security, scalability, cost and vendor dependency.
- Experience from biotech, pharma, life sciences or another research-intensive environment.
- Experience in regulated, privacy-sensitive or IP-sensitive environments.
- Experience with enterprise AI education, communities of practice, technical benchmarking or external technology partnerships.

Contact and application

Please apply no later than **October 18, 2026**, by uploading your motivated cover letter and resume on our website.

If you have questions regarding practical matters, you are welcome to contact HR.

Questions regarding role-specific details will be addressed during the interview.

We are looking forward to receiving your application.

About Gubra

Gubra is a disease-agnostic techbio company specialized in peptide-based drug discovery and development as well as preclinical contract research services striving for excellence at all levels. We insist on doing things efficiently – and often differently - to reach the results we aim for. Our vision is to become leaders in the path towards a more sustainable and healthier world. We do that by facilitating the discovery of new medicine, and by acting and inspiring others to fight the ongoing climate and biodiversity crises.

Gubra's activities are focused on the early stages of drug development and are organised in two main highly synergistic business areas: Biotech and CRO Services. We generate our revenue by performing research for life science companies as well as by partnering projects from our discovery and development pipeline.

Our therapeutic focus is within metabolic and fibrotic diseases, and we specialize in in vivo pharmacology, ex vivo assays, drug profiling, histology, stereology and whole brain and organ imaging. In addition, we offer a full palette of advanced transcriptomics. Our ML/AI-driven peptide drug discovery platform streamLine enables us to rapidly develop a peptide hit into a non-clinical candidate ready for development. Through a constant focus on high quality, scientific excellence, speed, and solid teamwork we have established ourselves as a highly professional and competent partner in the market.

People are our greatest asset, and our team consists of around 300 employees of which many are located in Hørsholm, Denmark. The mix of people from different cultures and educational backgrounds combined with our entrepreneurial mindset have greatly impacted our working environment, which is characterized by entrepreneurial drive, scientific curiosity, and teamwork – we join forces!