

Associate Director People Insights

Job ID
REQ-10031054
Feb 18, 2025
India

Summary

The Associate Director will leverage experience & expertise in Analytics, data and insights generation to support key P&O projects, in collaboration with other parts teams in Analytics & Insights/ PTDI. The candidate is also a key support to PTDI leadership in contributing to the centralization of Insights and be a SME on thought leadership on PTDI's analytics & insights delivery- including enhancing capabilities and delivery solutions, particularly in areas of employee listening & behavioral sciences.

About the Role

Essential Requirements

- Enable the generation of holistic and granular insights' for decision making on key P&O/business priorities e.g. future state organization design, talent planning and workforce trends etc
- Act as a function level SME ,working on multiple engagements to produce high quality results as well as support thought leadership and innovation
- Help develop new service offerings in close collaboration with Analytics & Insights leadership team
- Support People Insights & PTDI leadership in demand generation/prioritisation & delivery for critical projects
- Contribute to global thought leadership on PTDI's analytics & insights offering
- Follow a robust process to ensure high quality deliverables from the P&O/business counterparts
- Build strong relations across teams in PTDI to contribute to Thought leadership & shape solutions
- Support development of tools, techniques, methodologies to broaden capability offerings within the practice and enhance awareness across the Organisation.
- Collaborate with subject matter experts across the P&O service areas to share insights on overall strategic and operational performance
- Translate insights & research findings into actionable recommendations
- Explore and evaluate new data sources for targeting to drive Insights and innovation and to identify opportunities for improvement
- Maintain full compliance with internal and external guidelines

People and organizational leadership:

- Candidate who is independent, self-motivated, proactive, results-oriented and able to provide a high level of satisfaction through the delivery of insights
- Apart from day-to-day activities, the candidate is expected to be involved in strategic planning for the team (learning, new ways of doing delivery etc.)
- Technical expert with analytical acumen, relevant experiences and high degree of enthusiasm to adapt

and learn in a fast-moving environment

- Embrace continual professional development, drive to take on new responsibilities and projects and work experiences with all P&O teams

Functional Skills and Knowledge

- Strong expertise in Analytics & Insights, experience of leading projects in this domain
- Strong experience & knowledge of behavioral sciences, employee listening is an advantage
- Experience in determining Key People Metrics by analysing data sets & identifying trends
- Experience in stakeholder management incl. Sr leadership
- Excellent written and verbal communications

Key Performance Indicators

- Quality of deliverables & stakeholder feedback
- Ability to contribute to broader Analytics & Insights goals via supporting process improvements and value-addition to decision making across Analytics & Insights
- *Consistent, regular* communication of insights and trends to stakeholders at all levels of the organization
- Support Analytics & Insights leadership in the implementation of new analytics methodologies, tools, and technologies to drive continuous improvement.
- Ensure work safety, Ethics, Compliance and Integrity in business practices and interactions

Desirable Requirement

Education

- Minimum: University degree and management/professional qualification in related field, e.g., business, life sciences, HR/P&O

Experience

- 8+ years in P&O/Pharma Commercial/Consulting//relevant areas, preferably with experience building teams and P&L accountability.
- Experience in people management, desirable but not mandatory
- Ability to work in a matrix and geographically dispersed environment with problem-solving skills utilized to identify issues and deliver solutions.
- Good understanding of pharmaceutical company functioning is an advantage
- Required: experience in remote relationships (on-shore/off-shore capability delivery)

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Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us! Learn more here: <https://www.novartis.com/about/strategy/people-and-culture>

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Division

People & Organization

Business Unit

CTS

Location

India

Site

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Alternative Location 1

Dublin (NOCC), Ireland

Alternative Location 2

Prague, Czech Republic

Functional Area

Data and Digital

Job Type

Full time

Employment Type

Regular

Shift Work

No

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