

# 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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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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