

# Senior Business Analyst

Job ID

REQ-10082174

Jul 27, 2026

LOC\_ES

## About the Role

### Key Responsibilities

- Analyze business processes and identify opportunities to improve efficiency, quality, and user experience.
- Partner with business stakeholders to capture, refine, and document business requirements.
- Translate business needs into clear functional specifications and actionable recommendations.
- Ensure traceability between requirements, solution design, testing, and validation activities.
- Support testing and validation activities to ensure successful solution delivery.
- Drive data-driven decision making through analysis, insights, and business recommendations.
- Collaborate with cross-functional Digital, Data and Information Technology teams to deliver business value.
- Ensure compliance with security, quality, regulatory, and documentation standards.
- Promote the use of scalable, reusable, and low-customization technology solutions.
- Maintain accurate business process documentation and support continuous process improvement.

### Essential Requirements

- Bachelor's degree in business, Information Technology, Data Analytics, or a related field.
- 7+ Yrs experience in business analysis, requirements gathering, and process improvement initiatives.
- Strong analytical skills with experience translating data into actionable business recommendations.
- Experience collaborating with cross-functional stakeholders in complex, global environments.
- Knowledge of testing, validation, quality management, and compliance best practices.
- Excellent communication and stakeholder management skills with fluent English proficiency.

### Desirable Requirements

- Experience within the pharmaceutical, biotechnology, or healthcare industry.
- Experience leveraging digital technologies, data analytics, or enterprise technology solutions to drive business outcomes.

### Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and a minimum of 14 weeks paid parental leave.

Expected Annual Base Salary Range for role:

- 41,900.00 - 77,700.00 EUR Annual

The salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Further details will be provided during the application process.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our [brochure](#) to learn more about our global total rewards offering:

[https://www.novartis.com/sites/novartis\\_com/files/novartis-life-handbook.pdf](https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf)

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

Commitment to Diversity and Inclusion / EEO paragraph:

Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the patients and communities we serve.

## Role Requirements

**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>

**Benefits and Rewards:** Learn about all the ways we'll help you thrive personally and professionally.

[Read our handbook \(PDF 30 MB\)](#)

Primary location salary range

€41,900.00 - €77,700.00

Division

DIV\_TO

Business Unit

Information Technology

Location

LOC\_ES

Site

Barcelona Gran Vía

Company / Legal Entity

ES06 (FCRS = ES006) Novartis Farmacéutica, S.A.

Functional Area

FCT\_IT

Job Type

Full time

Employment Type

Regular

Shift Work

No

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