

Associate Director - Business Process Excellence

Job ID

REQ-10087123

Sep 08, 2026

LOC_IN

About the Role

Major accountabilities:

Process Re-engineering & Business Transformation

- Lead end-to-end process redesign initiatives using Value Chain Analysis and Zero-Based Process Redesign methodologies.
- Identify and eliminate inefficiencies, bottlenecks, waste, and non-value-added activities across Development processes.
- Design future-state processes that leverage digital, technology, and AI-enabled capabilities.
- Drive simplification programs with measurable improvements in efficiency, quality, compliance, and productivity.

Strategic Program Leadership

- Lead and support enterprise-wide transformation initiatives including:
 - o Cycle Time Acceleration Programs
 - o Technology Transformation (e.g., ASCEND and Digital initiatives)
 - o AI-enabled Productivity Programs
 - o Operational Excellence and Process Simplification Programs
- Partner with stakeholders across Development to align transformation priorities and execute strategic change.

Structured Problem Solving & Facilitation

- Apply Lean Six Sigma, Agile, Design Thinking, Root Cause Analysis, and other structured problem-solving methodologies to address complex business challenges.
- Independently facilitate workshops, process redesign sessions, and leadership discussions.
- Develop data-driven recommendations and business cases for senior leaders.

Stakeholder Engagement & Capability Building

- Influence stakeholders without formal authority and drive alignment across functions.
- Build strong relationships with senior leaders and cross-functional teams.
- Coach teams on process excellence principles, structured problem solving, and continuous improvement methodologies.
- Promote a culture of process ownership, simplification, and continuous improvement

Essential Requirements

- Bachelor's degree in Life Sciences, Pharmacy, Engineering, Biotechnology, Business, or related discipline.
- 12-14+ years of experience in Process Excellence, Operational Excellence, Business Transformation, Continuous Improvement, or Management Consulting.
- Hands on Experience in Pharmaceutical R&D, Drug Development, Clinical Development, Regulatory Affairs, or Pharmaceutical Manufacturing.

- Demonstrated expertise in Lean Six Sigma, Agile, Process Management, Value Stream Mapping, and Business Process Re-engineering.
- Proven experience leading complex cross-functional transformation initiatives.
- Strong workshop facilitation, stakeholder management, and executive communication skills.

Desirables Skills

- Advanced degree (MBA, MS, PhD, PharmD) preferred.
- Lean Six Sigma Black Belt/Master Black Belt certification.
- Agile, Scrum, SAFe, PMP, or Change Management certifications.
- Experience in digital transformation, process automation, AI adoption, and data-driven decision making.

Role Requirements

Division

DIV_GD

Business Unit

Development

Location

LOC_IN

Site

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area

FCT_RD

Job Type

Full time

Employment Type

Regular

Shift Work

No

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