NOVARTIS

Senior Manager, Medical I&A, Clinical Care & Access I&A

Job ID
REQ-10092084
Nov 05, 2026
LOC_IN

About the Role

Senior Manager, Medical I&A, Clinical Care & Access I&A

Location – Hyderabad #LI Hybrid

Major Accountabilities

1. Clinical Care Gaps Evaluation

· Design and execute frameworks to identify and quantify clinical care gaps using anonymized patient-level data and real-world data from claims, EHR, and EMR sources.

· APLD analysis., SQL, coding, snowflake, DataIKU/Alteryx, and data story telling

· Develop algorithms and segmentation logic for patient cohort identification, disease progression tracking, and therapy adherence analysis.

· Conduct HCP/HCO affiliation rollups, attribution modelling, and influence mapping to understand referral networks and care pathways.

· Translate findings into actionable insights to guide field medical strategy, patient engagement, and disease education initiatives.

· Lateral leadership to collaborate and drive consensus with cross-functional partners (Medical, RWE, HEOR, Commercial) to ensure clinical gap analyses inform strategic interventions and measurable outcomes.

Strategic Oversight and Project Management

· Provide leadership and direction for complex analytics projects across multiple domains, ensuring timely delivery of high-quality insights and recommendations.

· Evaluate existing analytical tools and methodologies, identifying opportunities for improvement, automation, and innovation to increase efficiency and impact.

· Serve as a subject matter expert in designing and implementing analytics frameworks to handle large and diverse datasets, including patient-level claims, EHR data, and provider data.

2. Advanced Data Insights and Innovation

· Oversee the strategic analysis of key areas such as:

· Field Medical Excellence: Assess field force performance metrics, engagement quality, and trends to inform HCP engagement strategies.

· Publications Excellence: Develop advanced tools and models to measure citation rates, geographic publication reach, readership impact, and outcomes that inform publication strategies.

· Drug Awareness Initiatives: Evaluate campaign efficacy and identify opportunities to enhance awareness strategies

across patient, provider, and payer populations.

· Medical Engagement Metrics: Define metrics to measure the effectiveness of both physical and digital medical engagements, ensuring alignment with organizational goals.

· Lead the development of predictive and prescriptive analytics, leveraging innovative techniques like machine learning, statistical modelling, and data visualization.

3. Stakeholder Collaboration and Influence

- Serve as the primary analytics point of contact for senior leadership, including Associate Directors and General Managers, actively participating in strategy discussions to address critical business challenges.
- Build collaborative relationships across departments, including Medical Affairs, Commercial Teams, Digital Engagement Teams, and IT, to ensure seamless integration of analytics outputs into broader strategies.
- Present analytical outcomes and strategic recommendations to executive stakeholders, focusing on actionable insights that inform decision-making and drive impact.

4. People Management and Team Leadership

· Manage and mentor a dynamic team of analysts and managers, fostering an environment of collaboration, accountability, and performance excellence.

· Drive talent development by creating comprehensive training opportunities for team members to build technical, analytical, and leadership skills.

· Implement and monitor individual and team-level performance metrics, ensuring alignment with department goals while providing constructive, ongoing feedback.

· Lead the recruitment and onboarding of new team members, ensuring smooth integration into workflows and aligning skillsets with organizational needs.

5. Digital Analytics Integration and Transformation

- Champion the integration of digital analytics into traditional medical analytics processes, ensuring measurement frameworks incorporate digital content engagement, virtual events, and other non-traditional outreach methods.
- Evaluate emerging digital tools and technologies, such as AI-powered analytics platforms, to identify areas for automation and optimization.
- Drive the creation of dashboards and templates that provide real-time insights for medical engagement and outreach effectiveness, including KPIs specific to digital channels.

6. Operational Excellence and Knowledge Sharing

- Develop standardized processes, workflows, and documentation for analytics deliverables, driving consistency and accuracy across the function.
- Lead knowledge-sharing initiatives, contributing to organizational learning that enhances analytical maturity across the team and broader departments.
- Ensure compliance with all organizational and regulatory guidelines for analytics deliverables and data usage.

Minimum Requirements

Education: Bachelor’s degree in engineering, life sciences, analytics, pharmacy, or a related field.

- Minimum 8+ years of experience in healthcare analytics, pharmaceutical analytics, or related domains.

- Proven track record of building analytics teams and delivering impactful organizational outcomes.

Essential Requirements

Novartis seeks an individual with experience in the US pharmaceutical or healthcare industry, with foundational

understanding datasets and how they can be leveraged to extract and present meaningful insights. The person should be self-motivated to support projects and deliver in a timely manner with the aligned level of quality. The candidate should be able work in high performing team fostering a collaborative and innovative mindset.

Required Skill Set

People Management Skills-

· Proven ability to lead, manage, and mentor high-performing teams, fostering collaboration, talent growth, and accountability.

· Strong emotional intelligence and interpersonal communication to inspire and motivate team members.

· Experience in driving team alignment with organizational objectives while promoting innovation and excellence.

· Technical Expertise:

· Advanced skills in SQL, Python, R, Tableau, Power BI, and Dataiku. APLD, HEOR Cohorts

· Knowledge of statistical modelling, machine learning, and predictive analytics (good to have).

· Strategic Leadership:

· Exceptional project management skills with the ability to prioritize tasks and allocate resources effectively.

· Strong business acumen, enabling alignment between analytics deliverables and organizational goals.

· Cross-Functional Collaboration:

· Ability to engage senior stakeholders and influence strategic decision-making.

Location: Hyderabad NKC | Hybrid | 3 days a week in office is mandatory.

Direct Reports: 3+

Role Requirements

Division
DIV_IU
Business Unit
General Management
Location
LOC_IN
Site
Hyderabad (Office)
Company / Legal Entity
IN10 (FCRS = IN010) Novartis Healthcare Private Limited
Functional Area
FCT_MM
Job Type
Full time
Employment Type
Regular
Shift Work
No
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Job ID
REQ-10092084

Senior Manager, Medical I&A, Clinical Care & Access I&A

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