NOVARTIS

Associate Director, Analytics Modernization & Productivity

Job ID
REQ-10089524
Nov 10, 2026
LOC_IN

About the Role

Associate Director, Analytics Modernization & Productivity

Location – Hyderabad #LI Hybrid

Major Accountabilities:

Analytics Modernization Strategy & Roadmap

- Define and maintain the enterprise analytics modernization strategy and roadmap, ensuring alignment with broader analytics, AI, productivity, and workforce transformation objectives.
- Identify opportunities to simplify, standardize, automate, and modernize analytics workflows and operating models.

Analytics Modernization Standards & Governance

- Establish and govern frameworks, standards, methodologies, reusable patterns, reference workflows, and best practices that support analytics modernization and adoption.
- Define standards for AI-enabled analytics workflows, automation opportunities, reusable assets, human review requirements, and value measurement, ensuring alignment with enterprise governance, privacy, compliance, risk, and responsible AI requirements.

Analytics Operating Model Transformation

- Define the future-state analytics operating model, including AI-enabled workflows, human-plus-agent ways of working, scalable delivery models, and approaches for workforce evolution, capability development, and modern ways of working.
- Lead enterprise analytics process reengineering from AIDE to simplify workflows, eliminate redundancy, improve quality, accelerate delivery, and remove structural barriers to scalability, efficiency, and business responsiveness.
- Drive adoption of reusable assets, automation opportunities, and productivity-enabling practices across AIDE analytics teams

Analytics Modernization Portfolio & Prioritization

- Own the analytics modernization backlog, roadmap, and prioritization process by consolidating productivity initiatives, automation requests, process transformation needs, and modernization opportunities into an integrated roadmap aligned to strategic objectives and workforce needs.
- Establish governance for intake, prioritization, trade-offs, capacity planning, and value realization, evaluating opportunities based on business value, scalability, feasibility, and enterprise impact.
- Partner with SPT and product teams to keep modernization initiatives focused on the highest-value business outcomes.

Modernization Requirements & Business Enablement

- Define business requirements for analytics automation, agent-enabled workflows, process modernization, reusable

assets, and productivity initiatives, ensuring alignment with enterprise priorities and future-state operating models.
- Lead HYD partnership with AI & Platform Products, SPT, and business stakeholders to translate modernization opportunities into scalable enterprise capabilities and identify process redesign opportunities that improve how analytics are generated, delivered, consumed, and operationalized.

Business-to-Product Translation

- Translate modernization priorities into epics, features, requirements, and capability enhancements for agile delivery teams, ensuring alignment to measurable business outcomes.
- Establish traceability from modernization objectives through implementation, adoption, and value realization, while supporting integrated business and technology roadmap planning.

Adoption, Change Management & Value Realization

- Establish adoption, change management, and measurement frameworks to support modernization initiatives and demonstrate productivity gains, efficiency improvements, user satisfaction, and organizational impact.
- Monitor adoption, business value realization, and program maturity, driving continuous improvement across modernization efforts.

Modernization Value Governance

- Establish value realization frameworks and governance processes to measure productivity gains, capacity release, adoption, quality improvements, and business impact from analytics modernization investments.
- Monitor and communicate modernization outcomes to stakeholders and leadership teams.

Modernization Stewardship & Communications

- Serve as the AIDE business liaison for analytics modernization and productivity programs, coordinating stakeholder communications, capability readiness, adoption planning, and change activities.
- Monitor modernization progress, risks, barriers, and adoption challenges while promoting awareness and adoption of new capabilities, workflows, and ways of working across the organization.

- undefined

Minimum Requirements:

Education: Bachelor’s degree required; advanced degree in Business, Analytics, Data Science, Engineering, Life Sciences, Public Health, or a related field not mandatory but preferred.

- 10+ years of experience in analytics, business transformation, process improvement, automation, productivity, operations, or related disciplines.
- Experience leading cross-functional transformation, modernization, operating model, or workforce evolution initiatives.
- Experience translating business objectives into scalable analytics, workflow, and technology capabilities.
- Experience establishing governance frameworks, standards, operating models, or process improvement methodologies.
- Strong track record partnering with analytics, technology, product, and business organizations.
- Experience leading organizational change and adoption initiatives.
- Experience managing capability roadmaps, backlogs, prioritization processes, or agile delivery partnerships.

Leadership Skills:

- Lead cross-functional alignment around analytics modernization priorities, investments, and roadmaps in AIDE.

- Build strong partnerships across Insights & Analytics, the AI & Platform Products organization, SPT, and business stakeholders.
- Influence modernization decisions through governance, thought leadership, and enterprise perspective.
- Champion adoption of AI-enabled ways of working, process simplification, and productivity improvements.
- Develop talent and promote a culture of innovation, accountability, learning, and continuous improvement.
- Ensure execution excellence through disciplined prioritization, agile planning, governance, and measurable outcomes.
- Support I&A and AIDE leadership on cross-team talent priorities, organizational operations, capability planning, and site-level initiatives.

Required Skills:

- Analytics modernization, transformation strategy, operating model design, process redesign, and business process reengineering.
- Analytics productivity, workflow optimization, business-to-product translation, requirements definition, and capability design.
- Governance, standards, portfolio prioritization, agile capability management, change management, and adoption leadership.
- Strategic thinking, problem solving, stakeholder management, and executive influence.

Preferred Experience and Skills:

- Experience in pharmaceutical, biotechnology, healthcare, or life sciences organizations, with exposure to AI-enabled workflows, automation, digital transformation, productivity improvement, operating model change, workforce transformation, or enterprise process modernization.
- Experience partnering with product, technology, data, AI, or platform organizations; advanced degree in a relevant discipline preferred.
- Strong capabilities in human-plus-agent operating model design, AI-enabled workflow and productivity concepts, process improvement, transformation methodologies, agile product management, organizational effectiveness, change leadership, enterprise capability management, executive communication, and strategic storytelling.

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

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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