

Senior Manager People Insights

Job ID
REQ-10060997

9月 05, 2025

Ireland

摘要

#LI-Hybrid

Location: Dublin, Ireland / Prague, Czech Republic / Hyderabad, India.

The Sr Manager People Insights is responsible for bringing critical thinking and excellent problem solving to generate & deliver meaningful insights for People & Organisation (P&O) and business teams, improving our ability to enhance employee experience and improve overall organizational performance.

The Senior Manager will assist the team in adopting innovative methodologies to enhance insight generation. They will employ statistical and consulting approaches to identify and implement behavioural research, statistical analyses, and employee listening strategies that enable the team to examine and determine drivers of people's behaviours in contexts relevant to P&O priorities and key initiatives. The role also involves integrating analytics—such as diagnosing current outcomes with aligned KPIs and identifying underlying causes—as well as predictive analytics, including data-driven scenario planning and simulations, to develop solutions focused on P&O objectives.

About the Role

Major accountabilities:

- Bringing critical thinking and excellent problem-solving skills to a range of challenging business questions.
- Generate meaningful people insights and analytics for P&O teams, improving our ability to meet stakeholders' needs
- Communicating insights to key partners and influencing teams to take action based on your recommendations and aligning and integrating with other relevant P&O initiatives and processes.
- Studying and interpreting key trends in workforce, people insights, Pharma/healthcare, in order to provide POV for must wins @ P&O
- Translate insights & research findings into actionable recommendations, communicate through regular interaction to internal stakeholders
- Collaborating closely with client partnering team, supporting them in connects with P&O teams and business leaders, as required
- Maintain full compliance with internal and external guideline
- Performing data-driven experiments and operating in an agile environment.

Key Performance Indicators

- Quality and speed of insights on key metrics *e.g. talent acquisition, employee engagement, performance, learning and development, succession planning, and diversity and inclusion.*
- Collaboration with P&O functional teams to identify key questions and challenges, and design analytical approaches that address these needs.
- *Generation and Delivery* of insights and trends to stakeholders at all levels of the organization.
- Measurement of tangible impact of emerging patterns, correlations that inform P&O strategies.

Minimum requirement

- Degree in a relevant field (MBA, I/O Psychology, statistics, or social science) or equivalent meaningful experience.
- Proven ability to work in a matrix and geographically dispersed environment with problem-solving skills utilized to identify customer issues and deliver solutions.
- Good understanding of pharmaceutical company functioning, desirable but not mandatory
- Experience in the HR Analytics space with inferential statistics and research methods (correlations, regressions, t-tests, research design)
- Experience with Data Analytics tools (R, Python, Jupyter Notebook, Power Bi, excel)
- Understanding of Advanced Analytics; translation of ambiguous problems into structured questions and hypotheses, identifications of key drivers, and creation of robust business cases.
- Ability to design effective Gen AI prompts to extract insights, summarize complex datasets, and create executive-ready narratives.
- Familiarity with integrating AI-driven tools into HR analytics workflows (e.g., predictive modeling, scenario simulation, and natural language generation).

- Ability and eagerness to learn new tools and skills without direction.
- Proficiency in English (oral and written).

Commitment to Diversity & Inclusion:

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

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>

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部门
People & Organization

Business Unit
Universal Hierarchy Node

地点
Ireland

站点
Dublin (NOCC)

Company / Legal Entity
IE02 (FCRS = IE002) Novartis Ireland Ltd

Alternative Location 1
Hyderabad (Office), India

Alternative Location 2
Prague, Czech Republic

Functional Area
Human Resources

Job Type
Full time

Employment Type
Regular

Shift Work
No

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