

Associate Director Business Performance

Job ID
REQ-10061058

9月 02, 2025

India

摘要

The lead Business Performance Enables generation of strategic insights and fosters systematic, data-driven decision-making to enhance business outcomes. This role will lead and support IDS Business Performance Hyderabad team in creating insights for business stakeholders that informs broader strategy. The team will not only focus on performing comprehensive evaluation of brand performance (national and sub-national) but also enable proactive and systematic performance diagnostics to identify risks and opportunities.

The role will also provide thought leadership in developing a comprehensive view of key performance indicators and ensure that required strategies can be developed and implemented in line with brand SIs. The role will collaborate with other IDS groups - Forecasting, Decision Science, Data Science and Functional Excellence Reporting teams, to enable accurate performance information dissemination to all business stakeholders.

About the Role

Key Responsibilities:

- Enable development of a comprehensive performance vigilance process to measure, track and diagnose performance metrics.
- Develop and implement standardized excellence practices across reporting ecosystem and oversee performance data investigations.
- Lead design and alignment on requirements for the content and format of visualizations summarizing performance status.
- Enable a clear and consistent understanding of Business Performance through easy-to-understand visualization focused on continuous monitoring, gap anticipation, and course correction through data-driven insights.
- Perform comprehensive assessment of performance trends and strategy effectiveness with IRIS (Intelligent Risk Identification System) by assessing key drivers of performance and forecast variance at national & subnational level to proactively identify risks & opportunities.
- Collaborate closely with other IDS departments - Data Ops, Functional Excellence and Reporting team, ensuring optimized data-to-analysis-to-reporting pipeline.
- Enable proactive monitoring of account performance for key accounts, including understanding of customer threats & opportunities.
- Leverage advanced analytics (AI / ML) models to enable and improve performance diagnostics.
- Support articulation of a clear narrative for performance grounded in data and insights.
- Lead efforts to upskill, mentor, and support the professional growth of the team members, ensuring their sustained development and alignment with organizational goals.
- Lead a team of experts in Hyderabad and drive hiring, onboarding, and coaching team members to build a collaborative, high-performing culture.
- Oversee performance management, including objective setting, regular check-ins, year-end appraisals, and career planning, leveraging GLINT metrics & feedback

Essential Requirements

- Bachelor ' s degree in a relevant field; Master of Science or MBA strongly preferred.
- Minimum 10 years of experience in pharmaceutical or healthcare industry.
- Proven expertise in business performance measurement, monitoring, and diagnostics.
- At least 5 years of domain experience in reporting visualization and process optimization.
- Minimum 7 years of people management experience, including coaching and career planning.
- Strong analytical and strategic thinking skills with a focus on actionable insights.
- Demonstrated ability to lead cross-functional collaboration and drive innovation.
- Commitment to Novartis values and behaviors in all aspects of work and leadership.

Desirable Requirements

- Experience with BI tools such as Power BI, Qlik, or MicroStrategy.
- Familiarity with machine learning concepts and their application in performance diagnostics.

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部门
US

Business Unit
Universal Hierarchy Node

地点
India

站点
Hyderabad (Office)

Company / Legal Entity
IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area
Marketing

Job Type
Full time

Employment Type
Regular

Shift Work

No

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