

## Training and Change-Management Business Analyst

Job ID  
REQ-10078077

6月 16, 2026

India

### 摘要

Internal Title: T& CM Business Analyst  
#LI-Hybrid  
Location: Hyderabad, India  
Relocation Support: Yes  
No of openings: 2

Are you passionate about driving meaningful change at scale? Join Novartis as a Training and Change Management Business Analyst, where you will play a pivotal role in enabling transformation across the Integrated Marketing Organization. In this role, you will collaborate with cross-functional teams to analyze processes, assess change impacts, and build innovative tools and frameworks that drive adoption and business readiness for large-scale initiatives. This is an exciting opportunity to shape how change is experienced and implemented, while influencing the future of capability building in a dynamic, fast-evolving environment.

## About the Role

### Key Responsibilities

- Collaborate with cross-functional teams to analyze business processes and assess change impacts across initiatives
- Gather, document, and manage business requirements, ensuring traceability through solution design, testing, and validation
- Support development and execution of change enablement frameworks, templates, and tools
- Partner with stakeholders to identify risks, issues, and resistance to change, and support mitigation planning
- Develop and maintain dashboards and reports tracking adoption metrics, key performance indicators, and value realization
- Facilitate interviews, focus groups, and stakeholder discussions to gather insights and drive engagement
- Conduct business impact analyses to support planning, prioritization, and decision-making
- Develop tools and resources that enhance business readiness for large-scale transformation initiatives
- Research and recommend best practices and innovative approaches in change enablement within the healthcare industry
- Ensure alignment of change initiatives with organizational goals through structured analysis and stakeholder collaboration

### Essential Requirements

- Bachelor ' s degree in Business Administration, Organizational Development, Education, or a related field
- Minimum 3 years ' experience as a business analyst in a regulated industry such as pharmaceuticals or biotechnology
- Proven experience supporting large-scale change programs and transformation initiatives
- Strong analytical, problem-solving, and data interpretation skills with attention to detail
- Excellent communication and stakeholder management skills, with ability to collaborate across diverse teams
- Proficiency in requirements gathering, documentation, and tools including Power BI, SharePoint, survey tools, and Learning Management Systems or enterprise-scale platforms

### Commitment to Diversity and Inclusion:

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

### Accessibility and accommodation

Novartis is committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to perform the essential functions of a position, please send an e-mail to [diversityandincl.india@novartis.com](mailto:diversityandincl.india@novartis.com) and let us know the nature of your request and your contact information. Please include the job requisition number in your message

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>

Benefits and Rewards: Learn about all the ways we'll help you thrive personally and professionally. [Read our handbook \(PDF 30 MB\)](#)

部门  
US

Business Unit  
Marketing

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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"kalturaplayer6a339a077ad20962750760", provider: { widgetId: "10m7rm1pm", partnerId:
"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false, muted: false, loop:
false }, sources: { options: {}, startTime: 0 }, disableUserCache: "true", plugins: {}, sources: { options:
{}}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu:
false }, components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets:
['Playback', 'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
kPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
(kPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if
(kPlayer.plugins["transcript"]) { config.plugins["playkit-js-transcript"] = { position: "right", // Default:
bottom;('left', 'right', 'top', 'bottom') to enable transcript. expandMode: "over", // Default:
alongside;('alongside', 'hidden', 'over') expandOnFirstPlay: false, showTime: true, downloadDisabled:
false, printDisabled: false, disable: true }; } if (kPlayer.plugins["preventSeek"]) {
config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; }
config.plugins.floating = { disable: true }; if (kPlayer.plugins["navigation"]) { config.plugins.navigation =
{ position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; } if
(kPlayer.plugins["hotspots"]) { config.plugins['playkit-js-hotspots'] = { disable: true }; } if
(kPlayer.plugins["moderation"]) { config.plugins['playkit-js-moderation'] = { disable: true }; } if
(kPlayer.plugins["info"]) { config.plugins['playkit-js-info'] = { disable: true }; } if
(kPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents = []; if
(kPlayer.plugins["googleAnalytics"]) { config.plugins.googleTagManager = {};
config.plugins.googleTagManager.customEventsTracking = {};
config.plugins.googleTagManager.containerId = 'GTM-57RJQ5';
config.plugins.googleTagManager.customEventsTracking.custom = [];
config.plugins.googleTagManager.customEventsTracking = { preset: { coreEvents: true, UIEvents:
false, playlistEvents: false, castEvents: false } }; }
```

```
// Ensure the global player registry array always exists, regardless of embed type.
window.kalturaPlayerVideos = window.kalturaPlayerVideos || []; try { var kalturaPlayer =
kPlayer.setup(config); // Add the player to the global array.
window.kalturaPlayerVideos.push(kalturaPlayer); // Load the Player for other media.
kalturaPlayer.loadMedia({entryId: "1_dgfvmafo"}); } catch (e) { console.error(e.message) }
```

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