NOVARTIS

Senior Expert, Reporting and Analytical Products

Job ID
REQ-10083054

十月 28, 2026

India

摘要

#LI-Hybrid

Location: Hyderabad, India

About The Role:
In this role you own and deliver People Analytics reporting and dashboard products with high accuracy and strong governance. Build automated, scalable reporting and self-service dashboards across People domains (Talent Acquisition, Talent Management, Learning, Rewards, Engagement, Workforce, Time & Absence). Translate analyses into executive-ready insights and narratives. Enable automation and responsible use of Generative AI / Large Language Models to improve analytics efficiency.

About the Role

Key Responsibilities:

- Collaborate with business, P&O, and leadership stakeholders to understand reporting needs, provide analytical insights, and support data-driven workforce planning and decision-making.
- Own the end-to-end lifecycle of reporting products, from requirements gathering and prioritization through development, validation, deployment, user adoption, and continuous enhancement.
- Deliver both enterprise-standard and tailored reports across key workforce domains, ensuring insights meet diverse business, operational, and leadership requirements.
- Establish and execute robust data quality controls, reconciliations, and validation processes to ensure accuracy, consistency, traceability, and compliance with governance standards.
- Support workforce data integrations, transformations, and migrations across HR systems and platforms, ensuring data continuity, integrity, and alignment with enterprise architecture.
- Define, develop, and standardize new workforce metrics and KPIs, translating evolving business requirements into scalable and sustainable reporting solutions.
- Create and maintain process documentation, business definitions, and user guidance while supporting issue resolution and improving stakeholder understanding of workforce data.
- Drive ongoing innovation by leveraging advanced analytics, AI-enabled solutions, automation, and emerging platform capabilities to improve efficiency, insight generation, and user experience.

Essential Requirements:

- Full time Bachelor's degree or equivalent with 6 years & above experience in people/workforce analytics and metric design.
- Advanced reporting and dashboarding using Workday Discovery board and visualization tools plus BI platforms like Power BI / Tableau / Qlik sense.
- Data preparation/automation using SQL and a scripting language (Python or R).
- Survey/experience analytics exposure (e.g., Glint/Qualtrics-like tools).
- Executive storytelling (presentations + written insights).
- Strong stakeholder management in matrixed/global environments.
- Solid governance mindset (definitions, documentation, access control, lifecycle management).
- Strong Problem-solving skills, communication skills & business acumen.

Desirable Requirements:

- Experience in data analysis/reporting/dashboarding.
- Strong spreadsheet expertise & automation tools.
- Strong communication & ability to demo dashboards to senior stakeholders.
- Experience iterating designs collaboratively with analytics teams.
- Exposure to cloud/technology stack (e.g., Amazon Web Services) and LLM assistants.

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

部门
People & Organization

Business Unit
Human Resources

地点
India

站点
Hyderabad (Office)

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

Functional Area
Human Resources

Job Type
Full time

Employment Type
Regular

Shift Work
No

var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId: "kalturaplayer6ae2b9a2a6266197421710", 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 } }; }

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