NOVARTIS

Analyst - Competitive Intelligence

Job ID
REQ-10085509

十一月 19, 2026

India

摘要

#LI-Hybrid

Location: Hyderabad, India

About The Role:
This role supports the HR Competitive Intelligence (CI) capability within PTDI - Analytics & Insights in delivering accurate, timely, and decision-ready external workforce intelligence across HR domains. The Analyst will conduct secondary research, build foundational CI products (benchmarks, alerts, insight digests), perform data validation and proxy analysis, and contribute to insight generation under guidance from senior team members. The role emphasizes hands-on learning, building analytical depth, and strengthening intelligence-synthesis capabilities using GenAI/LLM tools and enterprise analytics platforms and turning public external signals into focused HR insights ethically and systematically.

About the Role

Key Responsibilities:

- Support development and maintenance of competitor talent benchmarks, watchlists, and CI dashboards across core HR domains.
- Conduct secondary research across public sources (career portals, job postings, press/IR pages, earnings calls, industry news, labor statistics) and triangulate findings into credible signals.
- Perform data validation, consistency checks, and source-credibility checks; ensure adherence to ethics and data-governance standards (aggregate signals only: no individual profiling).
- Assist in standardizing key CI metrics, index scores, and reporting frameworks (e.g., hiring velocity, skill demand/supply, attrition signals).
- Prepare recurring and ad hoc reporting packs such as alerts, weekly digests, monthly insight reports.
- Translate analysis into simple narratives, visual summaries, and slide-ready insights for HR and business stakeholders.
- Perform proxy data analysis where public data is unavailable, clearly documenting assumptions, confidence, and limitations.
- Explore and utilize AI/automation tools (Copilot, LLM-based assistants) under supervision to synthesize large volumes of unstructured content.

Essential Requirements:

- University degree (full time) in a related field, e.g., Engineering / Life Sciences / Statistics / Business Analytics / Economics / Management, with strong research and analytical orientation.
- 1-2 years' experience in secondary research, analytics, reporting, or market/talent intelligence; working knowledge of Excel and exposure to Python/automation tools a plus.
- Prior experience supporting analytics, CI, or HR data teams is a plus.
- Strong attention to detail, analytical mindset, and structured communication.

Desirable Requirements:

- Prior experience supporting analytics & competitive intelligence for HR organization.
- Experience in Global/ MNC and complex & matrixed organizations.

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
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: "kalturaplayer6b00b9f17e8be787194372", 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 thumbEmbedPromise = thumbnailEmbed({config, mediaInfo: {entryId: "1dgfvmafo"}}); // thumbnailEmbed() returns a Promise that resolves with the player instance // when the user clicks the thumbnail. Use .then() to capture the player directly. thumbEmbedPromise .then(function(player) { window.kalturaPlayerVideos.push(player); // Notify kaltura datalayer.js that a new player is ready so it can // attach custom event listeners immediately, regardless of when // the user clicked the thumbnail relative to page load. document.dispatchEvent(new CustomEvent('kalturaPlayerReady', { detail: { player: player } })); }) .catch(function(error) { console.error(error); }); } catch (e) { console.error(e.message) }

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 and let us know the nature of your request and

your contact information. Please include the job requisition number in your message.

Job ID
REQ-10085509

Analyst - Competitive Intelligence

Apply to Job



Job ID
REQ-10085509

Analyst - Competitive Intelligence

Apply to Job

Source URL:
https://www.novartis.com.cn/careers/career-search/job/details/req-10085509-analyst-competitive-

intelligence

List of links present in page

1. https://www.novartis.com/about/strategy/people-and-culture
2. https://www.novartis.com/sites/novartiscom/files/novartis-life-handbook.pdf
3. mailto:diversityandincl.india@novartis.com
4. https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Hyderabad-Office/Analyst---Competitive-IntelligenceREQ-10085509
5. https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Hyderabad-Office/Analyst---Competitive-IntelligenceREQ-10085509