

Associate Director - Business Process Excellence

Job ID
REQ-10087123

9月 08, 2026

India

摘要

The Associate Director, Business Process Excellence will lead strategic process simplification and re-engineering initiatives across the end-to-end drug development value chain, from Portfolio Entry to Regulatory Approval. The role is responsible for driving measurable improvements in cycle time, productivity, quality, compliance, and operational effectiveness through structured problem solving, Lean Six Sigma, Agile methodologies, and process redesign.

Working across Development line functions, the individual will act as an internal transformation leader, facilitating cross-functional collaboration, challenging the status quo, and embedding a process-first mindset to accelerate organizational performance and business outcomes.

About the Role

Major accountabilities:

Process Re-engineering & Business Transformation

- Lead end-to-end process redesign initiatives using Value Chain Analysis and Zero-Based Process Redesign methodologies.
- Identify and eliminate inefficiencies, bottlenecks, waste, and non-value-added activities across Development processes.
- Design future-state processes that leverage digital, technology, and AI-enabled capabilities.
- Drive simplification programs with measurable improvements in efficiency, quality, compliance, and productivity.

Strategic Program Leadership

- Lead and support enterprise-wide transformation initiatives including:
 - o Cycle Time Acceleration Programs
 - o Technology Transformation (e.g., ASCEND and Digital initiatives)
 - o AI-enabled Productivity Programs
 - o Operational Excellence and Process Simplification Programs
- Partner with stakeholders across Development to align transformation priorities and execute strategic change.

Structured Problem Solving & Facilitation

- Apply Lean Six Sigma, Agile, Design Thinking, Root Cause Analysis, and other structured problem-solving methodologies to address complex business challenges.
- Independently facilitate workshops, process redesign sessions, and leadership discussions.
- Develop data-driven recommendations and business cases for senior leaders.

Stakeholder Engagement & Capability Building

- Influence stakeholders without formal authority and drive alignment across functions.
- Build strong relationships with senior leaders and cross-functional teams.
- Coach teams on process excellence principles, structured problem solving, and continuous improvement methodologies.
- Promote a culture of process ownership, simplification, and continuous improvement

Essential Requirements

- Bachelor's degree in Life Sciences, Pharmacy, Engineering, Biotechnology, Business, or related discipline.
- 12-14+ years of experience in Process Excellence, Operational Excellence, Business Transformation, Continuous Improvement, or Management Consulting.
- Hands on Experience in Pharmaceutical R&D, Drug Development, Clinical Development,

Regulatory Affairs, or Pharmaceutical Manufacturing.

- Demonstrated expertise in Lean Six Sigma, Agile, Process Management, Value Stream Mapping, and Business Process Re-engineering.
- Proven experience leading complex cross-functional transformation initiatives.
- Strong workshop facilitation, stakeholder management, and executive communication skills.

Desirables Skills

- Advanced degree (MBA, MS, PhD, PharmD) preferred.
- Lean Six Sigma Black Belt/Master Black Belt certification.
- Agile, Scrum, SAFe, PMP, or Change Management certifications.
- Experience in digital transformation, process automation, AI adoption, and data-driven decision making.

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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
Development

Business Unit
Development

地点
India

站点
Hyderabad (Office)

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

Functional Area
Research & Development

Job Type
Full time

Employment Type
Regular

Shift Work
No

```
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{}}, 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
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(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"]) {
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false, playlistEvents: false, castEvents: false } }; }
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// Ensure the global player registry array always exists, regardless of embed type.  
window.kalturaPlayerVideos = window.kalturaPlayerVideos || []; try { var thumbEmbedPromise =  
thumbEmbed({config, mediaInfo: {entryId: "1dgfvmafo"}}); // thumbEmbed() 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 kalturadatalayer.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) }
```

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