

Associate Director – Reporting Transformation & AI Enablement

Job ID
REQ-10073036
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Индия

Сводка

The Associate Director will lead the modernization of commercial performance analytics, transforming traditional reporting into AI-enabled, insight-driven decision support. The role is responsible for architecting and delivering enterprise-grade BI and analytics solutions using modern data platforms such as Databricks and cloud data warehouses, while driving advanced KPI harmonization and scalable semantic models.

This leader will spearhead GenAI-powered conversational analytics, intelligent automation, and agent-based insight generation to shift from reactive dashboards to proactive performance management. The role partners closely with commercial stakeholders to embed analytics into strategic decision-making and ensure executive-ready storytelling.

Additionally, the Associate Director will build and mentor high-performing analytics teams, champion data governance and compliance, and foster innovation across modern analytics, AI, and automation capabilities.

About the Role

Location: Hyderabad | #LI-Hybrid

Key Accountabilities:

1. Commercial Performance Analytics Strategy

- Define and execute the **future-state vision** for commercial performance analytics, evolving from static dashboards to **AI-augmented, conversational, and proactive insights**.
- Partner with senior commercial leaders to embed analytics into **performance reviews, planning cycles, and execution tracking**.
- Act as a thought leader for **modern analytics platforms, advanced BI, and GenAI adoption** within Commercial Reporting Analytics.

2. Advanced BI & Reporting Products

- Lead the design and delivery of **enterprise-grade reporting and analytics products**, leveraging:
 - **Power BI/Angular** (enterprise semantic models, optimized DAX, deployment pipelines)
 - **Standardized KPI frameworks** and reusable metrics layers
- Drive adoption of **self-service analytics** while maintaining strong governance, consistency, and performance.
- Transition reporting from **dashboard-centric delivery** to **insight-centric experiences**, including narrative and AI-generated explanations.

3. Modern Analytics & Data Platform (Core Focus)

- Architect and oversee analytics solutions built on modern platforms such as:
 - **Databricks** (Lakehouse architecture, Spark, Delta Lake)
 - **Cloud data warehouses** (Snowflake, BigQuery, Azure Synapse)
- Lead analytics engineering best practices, including:
 - Advanced SQL and dimensional / semantic data modeling
 - Good to have experience of building data ingestion pipelines using **Databricks, Dataiku, Airflow**, and cloud-native orchestration tools
- Partner with Data Engineering and IT to ensure:
 - Scalable, performant, and compliant data pipelines
 - Strong data quality, lineage, and governance controls

4. Advanced Performance Analytics & Insight Generation

- Drive advanced analytical approaches focused on **commercial performance**, including:
 - Sales performance tracking and trend analysis
 - Forecast versus actual performance monitoring
 - Promotional and campaign performance measurement
- Design scalable analytical frameworks that enable **root-cause analysis, performance narratives, and actionable recommendations**
- Translate complex analytical outputs into **clear, executive-ready insights**.

5. Generative AI & Conversational Analytics

- Lead the design and deployment of **GenAI-powered conversational analytics solutions**, including:
 - Chatbots enabling **natural-language interaction** with commercial performance data
 - AI assistants delivering **on-demand insights, explanations, and performance summaries**
- Implement enterprise-ready GenAI architectures using:
 - Azure OpenAI / OpenAI / Vertex AI
 - Retrieval-Augmented Generation (RAG)
 - Secure prompt engineering, evaluation, and monitoring frameworks
- Ensure AI solutions adhere to **pharma compliance, data privacy, and responsible AI standards**

6. Agent-Based Analytics & Intelligent Automation (Advanced / Emerging)

- Design and pilot **agent-driven analytics capabilities** that:
 - Monitor KPIs and detect performance anomalies
 - Proactively generate insight narratives and alerts
 - Automate recurring reporting and analytical workflows
- Collaborate with platform teams to evolve from **reactive reporting** to **proactive, agent-enabled insight delivery**.
- Evaluate emerging **agent orchestration and workflow automation frameworks**

7. Stakeholder Engagement & Insight Storytelling

- Deliver compelling, executive-level storytelling through:
 - Interactive BI experiences
 - AI-generated narratives
 - Strategic presentations and leadership reviews
- Act as a trusted analytics advisor to senior commercial stakeholders.
- Influence decisions by clearly communicating **what happened, why it happened, and what actions to take**

8. Team Leadership & Capability Building

- Lead, mentor, and develop analytics professionals across:
 - BI and analytics engineering
 - AI-enabled reporting and insight delivery
- Build team capability in **modern analytics platforms, GenAI usage, and insight storytelling**
- Foster a culture of **innovation, automation, and continuous improvement**

Qualifications & Experience

Education

- Bachelor's degree in Engineering, Computer Science, Information Systems, Statistics, Economics, or related field
- Master's degree or MBA preferred

Experience

- 12+ years of experience in **commercial performance and advanced analytics, reporting, GenAI**
- Strong preference for **pharmaceutical or life sciences commercial experience**
- Proven experience leading **enterprise analytics modernization initiatives**

Technical Skills (Modern Stack)

Required

- Advanced expertise in **Power BI/Angular** (enterprise semantic models, DAX optimization, capacity management)
- Strong hands-on experience with **SQL** and analytics engineering
- Deep experience with **Databricks/Dataiku** (Lakehouse architecture, Spark, Delta Lake)
- Experience with orchestration tools (**dbt, Airflow, cloud-native pipelines**)
- Strong understanding of **commercial performance data domains** (sales, marketing, field activity)
- Solid data governance, security, and compliance mindset

Highly Desired

- Experience building **GenAI-powered chatbots or conversational analytics solutions**
- Hands-on exposure to **LLMs, RAG architectures, prompt engineering, and AI evaluation**
- Familiarity with **agent-based or autonomous analytics concepts**
- Python experience for **analytics automation and AI integration**

Leadership & Behavioral Competencies

- Strong executive presence and stakeholder management skills
- Ability to balance **strategic vision with hands-on execution**
- Comfortable driving innovation in **complex, regulated environments**
- Excellent communication and storytelling abilities

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/roadmap/people-and-culture>

Commitment to Diversity & Inclusion:

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

Values and Behaviors: Demonstrates and upholds Novartis values and behaviors in all aspects of work and collaboration.

Location: Hyderabad NKC. Hybrid | 3 days a week in office is mandatory.

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Benefits and Rewards: Learn about all the ways we'll help you thrive personally and professionally.

[Read our handbook \(PDF 30 MB\)](#)

Дивизион

International

Business Unit

Marketing

Место

Индия

Сайт

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area

Маркетинг

Job Type

Full time

Employment Type

Regular

Shift Work

No

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.

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