

Performance Analytics Reporting & GenAI Lead

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Канада
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Сводка

#LI-Hybrid

Location: Toronto, Ontario

This role is based in Toronto, Canada. Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

This job posting is for an existing position

The Performance Analytics, Reporting & GenAI Lead sits at the forefront of Novartis Canada's data and AI transformation. This role is responsible for creating a trusted view of business performance across Commercial, Value & Access, and Medical Affairs while driving adoption of advanced analytics and GenAI solutions. Partnering closely with senior leaders, the role turns data into actionable insights that improve decision-making, execution, and business impact. It also shapes the country's AI roadmap, ensuring innovative solutions deliver measurable value and align with global strategy.

About the Role

Key responsibilities:

- Own the performance analytics and reporting strategy across Commercial, Value & Access, and Medical Affairs, ensuring a single trust view of business performance
- Design, maintain, and continuously improve dashboards, KPIs, and reporting solutions that address critical business questions and support decision-making
- Translate complex analytics into actionable insights and recommendations that improve execution effectiveness and business outcomes
- Lead the country AI / GenAI agenda, including identifying opportunities, prioritizing use cases, and aligning with global DAP and AI strategic priorities
- Manage AI-powered products and digital solutions that enhance customer engagement, field execution, internal productivity and enterprise scalability
- Establish measurement frameworks to evaluate AI/GenAI adoption, impact, and value realization, using insights to shape future investment decisions
- Partner across Integrated Insights, Commercial, Medical Affairs, Value & Access, Finance and global teams to enable data-driven planning, forecasting, and performance management
- Drive governance, quality, training, and adoption of analytics and AI solutions, ensuring responsible use, compliance, and sustained business value.

Essential Requirements:

- Pharmaceutical analytics expertise: 3+ years of pharma, biotech or healthcare analytics experience with a strong understanding of commercial, medical, and access data metrics, and use cases
- Proven AI and GenAI leadership capability: demonstrated experience designing, deploying, and scaling AI, GenAI or advanced analytics solutions, with the ability to translate business needs into practical, high-value use cases
- Strong performance management and reporting experience: Ability to build and govern dashboards, KPIs, and reporting frameworks that drive business decisions and establish a trusted view of performance
- Technical Analytics proficiency: hands-on experience with analytics methods and tools such as SQL, PowerBI, Python, R, or Alteryx, combined with the ability to coach others and ensure analytical rigor
- Cross-Functional influence and stakeholder leadership: Experience partnering with senior leaders across commercial, medical, access, finance, strategy, and technology teams to drive adoption, alignment and business impact.

Desirable Requirements:

- People leadership and talent development experience: proven experience leading, coaching, and developing analytics professionals while building a high-performing analytics capability
- Knowledge of pharmaceutical compliance, data privacy and regulatory requirements: strong understanding of healthcare regulations, industry codes, data governance, and responsible AI practice within a regulated environment

Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

Expected Remuneration Range for role:

- CAD 134,606 – 186,865

The base salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our [brochure](https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf) to learn more about our global total rewards offering: https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf

Note: Benefits and compensation may vary by country and are subject to local legal requirements. A full overview of your compensation package applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

At Novartis Canada, we are determined to be a valued partner and advocate, with a deep understanding of patient needs along the entire care journey – from drug development, to diagnosis, to access and beyond. Part of the way we are doing this is by leveraging data, technology, and partnerships.

Research & Development: we focus on four core therapeutic areas: Cardiovascular, Renal & Metabolic, Immunology, Neuroscience and Oncology. We also develop and deliver treatments through other promoted and established brands, which today are helping millions of patients. Over the last three years, our average annual research and development investment in Canada was over \$30 million, and we conduct clinical trial research in every region throughout Canada.

Commitment to Diversity and Inclusion: Novartis is committed to building outstanding, inclusive work environment and diverse team’s representatives of the patients and communities we serve.

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 \(PDF 30 MB\)](#)

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