NOVARTIS

Associate Director Data Science

Job ID
REQ-10031035

2   17, 2025

India

We are seeking an Associate Director, Data Science to join our People & Organization (P&O) - Analytics & Insights team. The role's primary purpose is to harness data science techniques to extract meaningful insights from diverse data sources, thereby guiding data-driven decision-making for P&O partners and business stakeholders. This position aims to enhance our data science capabilities, develop predictive models, harmonize data, and help build scalable solutions across the enterprise to improve organizational and employee outcomes. The ideal candidate will possess strong analytical, predictive modelling skills and a passion for using data driven insights to support P&O initiatives.

About the Role

Key Responsibilities:

Data Analysis and Insight Generation: Leverage advanced data science techniques to analyze P&O

data, uncovering trends, insights, and actionable areas for improvement in key practices, such as talent acquisition, employee engagement, and retention.

Predictive Modeling: Develop and deploy sophisticated predictive models to support various P&O initiatives, such as enhancing employee experience, optimizing talent acquisition strategies, refining workforce planning, and forecasting employee turnover. Identify and quantify factors that influence employee satisfaction and performance.

Machine Learning Applications: Utilize cutting-edge machine learning algorithms to refine P&O processes, including predicting candidate hiring success, identifying high-potential employees, and automating routine tasks to increase efficiency.

Statistical Evaluation: Perform rigorous statistical analyses to assess the effectiveness and ROI of P&O programs and initiatives, providing evidence-based recommendations for continuous improvement.

Collaborative Strategy Design: Partner with Analytics & Insights/PTDI leadership to design, develop, and implement data-driven strategies that enhance workforce productivity, employee satisfaction, and overall organizational performance.

Communication: Create compelling data visualizations and present complex analytical findings to P&O and executive leadership in an understandable and actionable manner. Translate data insights into strategic recommendations for stakeholders.

Data Innovation and Exploration: Continuously explore and evaluate new and diverse data sources for potential integration, aimed at driving innovation within P&O analytics. Identify opportunities for leveraging emerging technologies and methodologies.

Compliance and Best Practices: Ensure all data science activities adhere to internal and external compliance requirements. Promote best practices in data management, model development, and analytical techniques within the team.

Product Development: Contribute to the development and scaling of minimum viable products (MVPs) to democratize data-driven solutions across the enterprise. Collaborate with cross-functional teams to integrate data science models into user-friendly applications.

Knowledge Sharing: Maintain thorough documentation of methodologies, model assumptions, and validation processes. Share technical expertise and mentor junior team members to build organizational knowledge and capacity in data science.

Essential Requirements:

- Candidate who is independent, self-motivated, proactive, results-oriented and able to provide a high level of satisfaction through the delivery of insights.
- Apart from day-to-day activities, the candidate is expected to be involved in strategic planning for the team (learning, new ways of doing delivery etc.)
- Technical expert with analytical acumen, relevant experiences and high degree of enthusiasm to adapt and learn in a fast-moving environment.
- Embrace continual professional development, drive to take on new responsibilities and

projects and work experiences with all P&O teams.

- Build influential relationships across the organization and partner with P&O leadership to solve complex problems and provide data science support to effectively impact change.
- Serve as a thought leader to Senior leadership and act as the voice of the analytics & insights team to drive interests and alignment with cross functional business partners.

Desirable Requirement

- Proven experience in data analysis, machine learning, and statistical modeling. Proficiency in programming languages such as Python or R, and data visualization tools like Power BI.
- Working experience in both unstructured and structured data involves utilizing techniques like Natural language processing, Deep learning, and LLMs.
- Experience with or understanding of AI Ops, ML Ops, and LLM Ops would be advantageous. Knowledge of analytics best practices and methodologies. Strong problem-solving skills and the ability to work collaboratively in a team environment
- Excellent communication skills, with the ability to present complex data in an understandable manner. Project management skills and the ability to work with cross-functional teams.

Why Novartis:
Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us! Learn more here: https://www.novartis.com/about/strategy/people-and-culture

You'll receive: You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook. https://www.novartis.com/careers/benefits-rewards

Commitment to Diversity and Inclusion:
Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the patients and communities we serve.

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

Join our Novartis Network: If this role is not suitable to your experience or career goals but you wish to stay connected to hear more about Novartis and our career opportunities, join the Novartis Network here:
https://talentnetwork.novartis.com/network

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

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: https://talentnetwork.novartis.com/network

Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: https://www.novartis.com/careers/benefits-rewards

People & Organization

Business Unit
CTS

India

Hyderabad (Office)

Company / Legal Entity
IN10 (FCRS = INO10) Novartis Healthcare Private Limited

Alternative Location 1
Dublin (NOCC), Ireland

Alternative Location 2
Prague, Czech Republic

Functional Area
Data and Digital

Job Type
Full time

Employment Type
Regular

Shift Work
No

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