Sr T&D Manager - People Analytics & Insights

Job ID
REQ-10037720

1 22, 2025

China

As People Analytics & Insights Partner, closely engage with China Business ,P&O BP/PP and COE to understand their business needs, and support on China Talent Strategy and Organizational Development.

About the Role

Client Partnering 10%

- Based on BP/COE Specific Needs: Regularly communicate with BP/PP and COE to understand their business issues and goals. Collect and analyze their specific needs in personnel analytics through meetings, interviews, and workshops.
- Responding to Changing Needs: Promptly respond to new demands presented by BP/COE due to changes in the market and business environment. Conduct rapid assessments of the feasibility and priority of these requests to ensure the rational allocation of resources.

- Data Governance: Standardize the collection, storage, and use of data to ensure its accuracy and consistency. Manage the data lifecycle by developing data governance strategies and processes. Integrate data from various systems and sources to create a unified data platform.

Analysis & Data-Driven Decision Making 40%

- Ensuring Organizational Effectiveness: Utilize process and performance data to analyze organizational efficiency and effectiveness, identify areas for improvement, and propose optimization recommendations
- Organizational Agility Analysis: Evaluate the organization's flexibility and responsiveness to business changes, identify bottlenecks through data analysis, and propose improvement measures
- Talent Analytics: Use data analysis tools to analyze employee performance, turnover rates, and engagement, providing insights and recommendations for talent management
- Internal and External Benchmarking: Conduct market and industry benchmarking to identify best practices and apply them internally within the company.
- Data Visualization: Use visualization tools (e.g. Power BI) to create understandable charts and dashboards, presenting data analysis results.

Project Implementation & Strategic Workforce Planning 40%

- Strategic Workforce Planning (SWP) Projects: Support the strategic design and implementation of SWP projects, including workforce reallocation, resource redeployment, and org re-design
- Organizational Change: Plan and manage organizational change projects to ensure smooth implementation of changes and employee adaptation.
- Organizational Health Monitor: With advanced analytics to assess organization's health and propose improvement suggestions
- Intelligent Tools and Product Implementation: Develop and deploy intelligent reporting systems and data modeling tools to ensure their effective application and provide insights based on business scenarios

Monitor & Feedback 10%

- Project Monitoring: Monitor project progress and key performance indicators through reports, analysis and timely communication to ensure projects proceed as planned and achieve expected outcomes
- Feedback Mechanism: Establish and maintain an effective feedback mechanism to ensure timely feedback from BP and COE is obtained and adjustments are made based on the feedback in regular scenarios
- Communication and Improvement: Communicate org and talent status with BP and COE, discuss improvement plans, and implement them

Qualifications needed

- A bachelor's degree in a relevant field such as Human Resources, Business Administration,

Data Science, or a related discipline is required. A master's degree or higher in a related field is preferred.
- Extensive experience in talent and development, people analytics, or a related field.
- Proven track record of working with data analytics tools and methodologies.
- Experience in strategic workforce planning and organizational development.
- Strong analytical and problem-solving skills.
- Proficiency in data visualization tools (e.g., Power BI) and data analysis software.
- Excellent communication and interpersonal skills to effectively engage with business partners and stakeholders.
- Ability to manage multiple projects and priorities in a fast-paced environment.
- Strong understanding of data governance and data management principles.
- Ability to translate complex data insights into actionable recommendations.

Personal Attributes:

- High level of integrity and professionalism.
- Strong attention to detail and accuracy.
- Ability to work independently and as part of a team.
- Adaptability and flexibility to respond to changing business needs.

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People & Organization

Business Unit

Innovative Medicines

China

Shanghai (Shanghai)

Company /Legal Entity
CN06 (FCRS = CN006) Beijing Novartis Pharma Co., Ltd

Functional Area
Human Resources

Job Type
Full time

Employment Type

Shift Work
No

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