

Director, Data Quality and Governance

Job ID

REQ-10061305

Apr 06, 2026

LOC_IN

About the Role

Major Accountabilities

Data Quality Management: Overseeing the implementation of data quality initiatives to ensure that data is accurate, complete, and reliable. This includes monitoring data quality metrics, identifying data quality issues, and implementing corrective actions.

Data Governance Framework: Developing and maintaining a robust data governance framework that defines roles, responsibilities, and processes for data management. This framework ensures that data is managed as a valuable asset and is used in compliance with regulatory requirements. Establish and enforce data governance policies, standards and procedures.

EDM Support: Supporting US EDO with quality processes and monitoring. Embed DCAM and DAMA principles into data management processes, including metadata management, data lineage, data privacy, and master/reference data management. Conduct regular DCAM-based capability assessments to identify gaps and drive continuous improvement.

Stakeholder Collaboration: Collaborating with various stakeholders, including IT, business units, and external partners, to ensure that data governance practices are aligned with business needs and objectives.

Risk Management: Identifying and mitigating risks associated with data management, including data breaches, data loss, and non-compliance with regulations.

Training and Awareness: Promoting data governance awareness and providing training to employees on data management best practices and policies.

Data Stewardship Oversight: Establishing and managing a network of Data Stewards across business units. Defining stewardship roles and responsibilities, facilitating regular engagement, and ensuring Data Stewards are empowered to monitor, report, and resolve data quality and governance issues in alignment with Novartis Governance policies and standards

Continuous Improvement: Continuously evaluating and improving data governance practices to adapt to changing business needs and technological advancements

Key Performance Indicators

Data Accuracy: Measure the percentage of data entries that are free from errors and discrepancies. High data accuracy ensures reliable decision-making.

Data Completeness: Track the proportion of data fields that are fully populated. Complete data sets are essential for comprehensive analysis.

Data Consistency: Evaluate the consistency of data across different systems and databases. Consistent data helps maintain

integrity and reduces redundancy.

Data Timeliness: Assess the speed at which data is updated and made available for use. Timely data is crucial for real-time decision-making.

Compliance Rate: Monitor adherence to data governance policies and regulatory requirements. High compliance rates indicate effective governance practices.

Data Quality Issue Resolution Time: Measure the time taken to identify and resolve data quality issues. Faster resolution times improve data reliability.

User Satisfaction: Gauge the satisfaction levels of stakeholders and users with the quality and governance of data. Positive feedback reflects successful data management.

Training and Awareness: Track the number of employees trained on data governance policies and best practices. Increased awareness leads to better data handling.

Risk Mitigation: Evaluate the effectiveness of risk management strategies in preventing data breaches and losses. Effective risk mitigation ensures data security.

Continuous Improvement: Measure the progress in enhancing data governance practices over time. Continuous improvement indicates a proactive approach to data management.

Essential Requirements:

- Extensive experience in the pharmaceutical or healthcare industry, with a deep understanding of data quality, data governance and other data dimensions. The candidate should be able to drive operational as well as process excellence.

Educational Qualifications & Minimum Work Experience

- Bachelor's degree in data science, Information Technology, Business Administration, or a related field. Master's degree preferred.
- Minimum of 10 years of experience in data quality assurance, data governance, or related roles, with at least 5 years in a leadership position.
- Strong analytical skills, excellent communication and leadership abilities, proficiency in data management tools and software, and a deep understanding of data governance frameworks and best practices.
- Lean Six Sigma Practitioner (Certified Lean Six Sigma Black Belt)
- Experience of conducting internal audits and hands on experience of managing external certification/surveillance audits.

Additional qualifications are as follows:

- Minimum 5 years of experience in the pharmaceutical or healthcare industry, with a strong focus on data quality assurance and governance in a healthcare setting.
- Proven track record of enabling data-driven decision-making at a senior leadership level, including addressing complex business challenges.
- Strong analytical background, strategic thinking and problem-solving skills, with the ability to translate complex data into actionable insights and aligning them with business priorities to drive impactful results.
- Demonstrated experience implementing EDM, DCAM, and DAMA frameworks in a complex, regulated environment.
- Certification in DCAM, DAMA (CDMP), or equivalent preferred.

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.

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>.

Role Requirements

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 \(PDF 30 MB\)](#)

Division

DIV_IU

Business Unit

General Management

Location

LOC_IN

Site

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area

FCT_MM

Job Type

Full time

Employment Type

Regular

Shift Work

No

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