

Associate Director – Reporting Transformation & AI Enablement

Job ID

REQ-10073036

Jun 12, 2026

LOC_IN

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.

Role Requirements

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

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

Division

DIV_IM

Business Unit

Marketing

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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