

Associate Director, ERC Data Strategy and Change Management

Job ID
REQ-10038568
Feb 05, 2025
India

Summary

The Associate Director, ERC Data Strategy and EDM Change Manager will be responsible for overseeing and guiding the data strategy, fostering data literacy within ERC, and ensuring the smooth operationalization of changes related to data initiatives. Reporting to the Head ERC Transparency and Data Management, the role ensures that data and change management strategies are aligned with business objectives. The Associate Director, ERC Data Strategy and Change Manager will collaborate with various ERC Teams to enhance data management practices and to support the adoption of enterprise-wide data standards.

About the Role

MAJOR ACCOUNTABILITIES

Implement and Drive Data Strategy

- Lead the deployment and adoption of the ERC Data Strategy Playbook, ensuring alignment with ERC priorities and enterprise objectives.
- Monitor the execution of the strategy, identifying key performance indicators (KPIs) to measure success and continuously improve outcomes.

Foster Stakeholder Collaboration

- Partner with Data Owners, Data Quality Managers, Data Stewards, and other stakeholders to achieve alignment on data governance goals and initiatives.
- Act as a bridge between technical teams (Data Architects, Analysts) and business functions to ensure data strategy supports operational and strategic needs.

Integrate Strategy with Architecture and Business Needs

- Ensure seamless integration of data strategy, data architecture, and data models to address current and future business requirements in partnership with Data Architects.
- Identify gaps between data practices and business outcomes and recommend actionable solutions.

Develop and Execute Change Management Strategies

- Design and implement a change management framework to support data-related transformations, fostering adoption across global, cross-functional teams.
- Create a roadmap for managing resistance and embedding data change within the ERC's culture.

Influence Cross-Functional Change

- Drive cross-functional collaboration and buy-in by engaging with an extensive network of global stakeholders across divisions and functions.
- Promote a culture of accountability, ownership, and innovation related to data practices.

ERC Data Process Documentation

- Document and standardize key ERC processes' data fields, ensuring clarity, consistency, and alignment with governance principles.
- Maintain up-to-date process documentation to reflect changes and provide transparency across teams.

Develop and Upskill Talent in Data Management

- Identify skill gaps and design targeted learning and development initiatives to build core competencies in data management among ERC associates.
- Elevate awareness of data management best practices, enabling associates to effectively contribute to data-related initiatives.

Increase Data Literacy

- Develop training materials, workshops, and other educational resources to enhance data literacy and adoption of governance frameworks within the ERC function.
- Serve as a mentor and advocate for best practices in data usage, governance, and stewardship.

Minimum Requirement:

- Proven experience in data strategy or enterprise data management roles
- Scrum certification or extensive experience working in Scrum or Agile environments is essential.
- Ability to lead or collaborate within agile teams to deliver data solutions.
- Excellent communication and interpersonal skills, with the ability to collaborate effectively across various departments and organizational levels.
- Experience in gathering business requirements and translating them into technical requirements for engineering and data teams.
- Ability to design and run training workshops.
- Understand and drive Change Management.

• 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>

Division

Ethics Risk & Compliance

Business Unit

Corporate

Location

India

Site

Telangana

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area

Legal & Intellectual Property & Compl.

Job Type

Full time

Employment Type

Regular

Shift Work

No

[Apply to Job](#)

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.

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

Job ID
REQ-10038568

Associate Director, ERC Data Strategy and Change Management

[Apply to Job](#)

Source URL: <https://www.adacap.com/careers/career-search/job/details/req-10038568-associate-director-erc-data-strategy-and-change-management>

List of links present in page

1. <https://www.novartis.com/about/strategy/people-and-culture>
2. <https://www.novartis.com/careers/benefits-rewards>
3. <https://talentnetwork.novartis.com/network>
4. <https://www.novartis.com/about/strategy/people-and-culture>
5. <https://talentnetwork.novartis.com/network>
6. <https://www.novartis.com/careers/benefits-rewards>
7. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Telangana/Associate-Director--ERC-Data-Strategy-and-Change-Management_REQ-10038568-1
8. <mailto:diversityandincl.india@novartis.com>
9. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Telangana/Associate-Director--ERC-Data-Strategy-and-Change-Management_REQ-10038568-1