

Associate Director, ERC Data Strategy and Change Management

Job ID
REQ-10038568

3月 02, 2025

India

摘要

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:

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IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area

Legal & Intellectual Property & Compl.

Job Type

Full time

Employment Type

Regular

Shift Work

No

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