

Training and Change-Management Business Analyst

Job ID
REQ-10078077
Июн. 16, 2026
Индия

Сводка

Internal Title: T& CM Business Analyst
#LI-Hybrid
Location: Hyderabad, India
Relocation Support: Yes
No of openings: 2

Are you passionate about driving meaningful change at scale? Join Novartis as a Training and Change Management Business Analyst, where you will play a pivotal role in enabling transformation across the Integrated Marketing Organization. In this role, you will collaborate with cross-functional teams to analyze processes, assess change impacts, and build innovative tools and frameworks that drive adoption and business readiness for large-scale initiatives. This is an exciting opportunity to shape how change is experienced and implemented, while influencing the future of capability building in a dynamic, fast-evolving environment.

About the Role

Key Responsibilities

- Collaborate with cross-functional teams to analyze business processes and assess change impacts across initiatives
- Gather, document, and manage business requirements, ensuring traceability through solution design, testing, and validation
- Support development and execution of change enablement frameworks, templates, and tools
- Partner with stakeholders to identify risks, issues, and resistance to change, and support mitigation planning
- Develop and maintain dashboards and reports tracking adoption metrics, key performance indicators, and value realization
- Facilitate interviews, focus groups, and stakeholder discussions to gather insights and drive engagement
- Conduct business impact analyses to support planning, prioritization, and decision-making
- Develop tools and resources that enhance business readiness for large-scale transformation initiatives
- Research and recommend best practices and innovative approaches in change enablement within the healthcare industry
- Ensure alignment of change initiatives with organizational goals through structured analysis and stakeholder collaboration

Essential Requirements

- Bachelor's degree in Business Administration, Organizational Development, Education, or a related field
- Minimum 3 years' experience as a business analyst in a regulated industry such as pharmaceuticals or biotechnology
- Proven experience supporting large-scale change programs and transformation initiatives
- Strong analytical, problem-solving, and data interpretation skills with attention to detail
- Excellent communication and stakeholder management skills, with ability to collaborate across diverse teams
- Proficiency in requirements gathering, documentation, and tools including Power BI, SharePoint, survey tools, and Learning Management Systems or enterprise-scale platforms

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

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 \(PDF 30 MB\)](#)

Дивизион
US
Business Unit
Marketing
Место
Индия
Сайт
Hyderabad (Office)
Company / Legal Entity
IN10 (FCRS = IN010) Novartis Healthcare Private Limited
Functional Area
Маркетинг
Job Type

Full time
Employment Type
Regular
Shift Work
No

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