NOVARTIS

Analyst – Competitive Intelligence

Job ID
REQ-10085509
Ноя. 19, 2026
Индия

Сводка

#LI-Hybrid

Location: Hyderabad, India

About The Role:
This role supports the HR Competitive Intelligence (CI) capability within PTDI – Analytics & Insights in delivering accurate, timely, and decision-ready external workforce intelligence across HR domains. The Analyst will conduct secondary research, build foundational CI products (benchmarks, alerts, insight digests), perform data validation and proxy analysis, and contribute to insight generation under guidance from senior team members. The role emphasizes hands-on learning, building analytical depth, and strengthening intelligence-synthesis capabilities using GenAI/LLM tools and enterprise analytics platforms and turning public external signals into focused HR insights ethically and systematically.

About the Role

Key Responsibilities:

- Support development and maintenance of competitor talent benchmarks, watchlists, and CI dashboards across core HR domains.
- Conduct secondary research across public sources (career portals, job postings, press/IR pages, earnings calls, industry news, labor statistics) and triangulate findings into credible signals.
- Perform data validation, consistency checks, and source-credibility checks; ensure adherence to ethics and data-governance standards (aggregate signals only: no individual profiling).
- Assist in standardizing key CI metrics, index scores, and reporting frameworks (e.g., hiring velocity, skill demand/supply, attrition signals).
- Prepare recurring and ad hoc reporting packs such as alerts, weekly digests, monthly insight reports.
- Translate analysis into simple narratives, visual summaries, and slide-ready insights for HR and business stakeholders.
- Perform proxy data analysis where public data is unavailable, clearly documenting assumptions, confidence, and limitations.
- Explore and utilize AI/automation tools (Copilot, LLM-based assistants) under supervision to synthesize large volumes of unstructured content.

Essential Requirements:

- University degree (full time) in a related field, e.g., Engineering / Life Sciences / Statistics / Business Analytics / Economics / Management, with strong research and analytical orientation.
- 1–2 years' experience in secondary research, analytics, reporting, or market/talent intelligence; working knowledge of Excel and exposure to Python/automation tools a plus.
- Prior experience supporting analytics, CI, or HR data teams is a plus.
- Strong attention to detail, analytical mindset, and structured communication.

Desirable Requirements:

- Prior experience supporting analytics & competitive intelligence for HR organization.
- Experience in Global/ MNC and complex & matrixed organizations.

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https://www.novartis.com/about/strategy/people-and-culture

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Дивизион
People & Organization
Business Unit
Human Resources
Место
Индия
Сайт
Hyderabad (Office)
Company / Legal Entity
IN10 (FCRS = IN010) Novartis Healthcare Private Limited
Functional Area
Управление персоналом
Job Type
Full time
Employment Type
Regular
Shift Work

No

Accessibility and accommodation

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