

Associate Director - Business Process Excellence

Job ID
REQ-10087123
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Индия

Сводка

The Associate Director, Business Process Excellence will lead strategic process simplification and re-engineering initiatives across the end-to-end drug development value chain, from Portfolio Entry to Regulatory Approval. The role is responsible for driving measurable improvements in cycle time, productivity, quality, compliance, and operational effectiveness through structured problem solving, Lean Six Sigma, Agile methodologies, and process redesign. Working across Development line functions, the individual will act as an internal transformation leader, facilitating cross-functional collaboration, challenging the status quo, and embedding a process-first mindset to accelerate organizational performance and business outcomes.

About the Role

Major accountabilities:

Process Re-engineering & Business Transformation

- Lead end-to-end process redesign initiatives using Value Chain Analysis and Zero-Based Process Redesign methodologies.
- Identify and eliminate inefficiencies, bottlenecks, waste, and non-value-added activities across Development processes.
- Design future-state processes that leverage digital, technology, and AI-enabled capabilities.
- Drive simplification programs with measurable improvements in efficiency, quality, compliance, and productivity.

Strategic Program Leadership

- Lead and support enterprise-wide transformation initiatives including:
 - o Cycle Time Acceleration Programs
 - o Technology Transformation (e.g., ASCEND and Digital initiatives)
 - o AI-enabled Productivity Programs
 - o Operational Excellence and Process Simplification Programs
- Partner with stakeholders across Development to align transformation priorities and execute strategic change.

Structured Problem Solving & Facilitation

- Apply Lean Six Sigma, Agile, Design Thinking, Root Cause Analysis, and other structured problem-solving methodologies to address complex business challenges.
- Independently facilitate workshops, process redesign sessions, and leadership discussions.
- Develop data-driven recommendations and business cases for senior leaders.

Stakeholder Engagement & Capability Building

- Influence stakeholders without formal authority and drive alignment across functions.
- Build strong relationships with senior leaders and cross-functional teams.
- Coach teams on process excellence principles, structured problem solving, and continuous improvement methodologies.
- Promote a culture of process ownership, simplification, and continuous improvement

Essential Requirements

- Bachelor's degree in Life Sciences, Pharmacy, Engineering, Biotechnology, Business, or related discipline.
- 12-14+ years of experience in Process Excellence, Operational Excellence, Business Transformation, Continuous Improvement, or Management Consulting.
- Hands on Experience in Pharmaceutical R&D, Drug Development, Clinical Development, Regulatory Affairs, or Pharmaceutical Manufacturing.
- Demonstrated expertise in Lean Six Sigma, Agile, Process Management, Value Stream Mapping, and Business Process Re-engineering.
- Proven experience leading complex cross-functional transformation initiatives.
- Strong workshop facilitation, stakeholder management, and executive communication skills.

Desirables Skills

- Advanced degree (MBA, MS, PhD, PharmD) preferred.
- Lean Six Sigma Black Belt/Master Black Belt certification.
- Agile, Scrum, SAFe, PMP, or Change Management certifications.
- Experience in digital transformation, process automation, AI adoption, and data-driven decision making.

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Development
Business Unit
Development
Место
Индия
Сайт
Hyderabad (Office)
Company / Legal Entity
IN10 (FCRS = IN010) Novartis Healthcare Private Limited
Functional Area
Research & Development
Job Type
Full time
Employment Type
Regular
Shift Work
No

Accessibility and accommodation

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