

Senior Consultant - Management consulting

Job ID
REQ-10017158
Sep 18, 2024
India

Summary

This position is part of Business Transformation Solutions (BTS) team within Global Business Solution (GBS) organization, with focus on transformation and execution – bringing strategy to life. We work supporting strategic programs across the whole company. 100+ associates in Hyderabad dedicating 98% of our effort on Novartis' strategic projects as part of BTS Consulting team. We focus on transformation and implementation consulting, bringing Novartis' strategy to life through execution across business units and functional areas.

Our aspiration is to make the highest impact to help Novartis reimagine medicine. We blend different transformation capabilities in support of these programs. These capabilities include: Project management, Change management, Integration & Separation support, and Operating model design support.

The role will work with a diverse internal customer base (globally), consulting senior management team (India and globally) and GBS leadership team (globally) to identify, pursue, and execute strategic global company-wide transformative engagements.

Job Purpose:

The primary responsibility is to lead key workstreams within strategic projects of the company, in-line with the company's strategy. The position holder leads the management of diverse stakeholders (internal customers), ensures full visibility of ongoing projects progress, supports delivery of engagements and associated outputs, supports the team in day-to-day engagement work/project management and delivers high-quality deliverables. He/she works with consulting senior management to identify opportunities of improvement and help them achieve the desired transformation through the proposed changes. This position may involve periodic travel to Novartis locations where full-time or part-time on-site project delivery is required for internal customers (subject to Novartis policy on post COVID travel).

About the Role

Role responsibilities include:

Delivering excellence on projects:

- Senior Consultant supports the strategic projects of the company through leading key workstreams within these projects.
- He/she is responsible to facilitate discussions with the senior stakeholders to elaborate on the areas of proposed improvements.

- He/she support them to define the problem concisely and develop solution hypothesis
- He/she plans and leads the program from discovery to deployment phase (which may include large scale implementation, process optimization, technology platform development, change management)
- He/she leads discussions to help understand possible benefits and risks of execution frameworks and develop suitable governance mechanism to mitigate the risk
- For success in the role, it is expected that Senior Consultant will have advanced knowledge/experience in two or more skill areas for delivering projects/transformation programs
- Can independently use multiple sources of information including broader stakeholder views to develop solutions and recommendations
- Senior Consultant is also expected to start building and managing relationships with stakeholders in mid-level leadership positions

Leading delivery of client outcomes:

- Senior Consultant assumes overall responsibility of project workstream quality and ensures suitable alignment with the stakeholders
- He/she needs to deliver workstreams largely independently with high quality and little supervision to achieve successful outcomes, within the planned budget and timeline
- He/she is expected to support, organize and sustain workload of small project teams or work streams and act to resolve issues which prevent the team working effectively
- Although not a formal people manager role, it is expected that Senior Consultant will coach others, recognize their strengths, and encourage them to take ownership of their personal development
- He/she assist project teams in planning, resourcing, managing transformation programs by sharing successful best practices and ways of working so that they achieve successful outcomes

Contribute to improve the practice

- Senior Consultant is expected to take a leading role on delivering internal strategic initiatives e.g., identifying opportunities to expand consulting solutions; developing consulting tools and developing the teams' professional skills
- He/she is expected to support development of the project portfolio through being an active member of a Business Unit or Capability Group aligned team e.g., providing regular status reporting and stakeholder management updates
- He/she is expected to live by consulting teams cultural aspiration and coach others on our company and consulting team values and behaviors and code of ethics

Job Requirements:

- 8-10 years of business transformation experience in management consulting, leading small to medium complexity projects (mandatory)
- Demonstrated core consulting skills of analysis, top-down thinking, and presentation (mandatory)

- Aptitude to learn and develop new concepts/frameworks and adapt ways of working accordingly (mandatory)
- Excellence in soft skills to effectively work with diverse set of senior stakeholders in the organization (mandatory)
- Previous work experience in areas of Change Management, Project and Program Management, Operating Model Design, M&A support (diligence, post-merger integration) (preferred)
- Work experience of supporting projects in Pharma, Healthcare, and Life Sciences (preferred)

Product & Digital skills :

- Lead and manage digital transformation projects, ensuring alignment with the client's strategic objectives.
- Support in development and execution the product strategy of digital platforms in commercial function.
- Develop and implement digital strategies that improve business processes and enhance overall performance.
- Oversee the product lifecycle from ideation to launch, ensuring products meet market needs and regulatory requirements.
- Conduct market research and competitive analysis to identify opportunities and trends in the marketing technologies space specific to Pharma Industry.
- Collaborate with cross-functional teams to define product vision, strategy, and roadmap.
- Define product requirements, create detailed specifications, and prioritize features based on customer needs and business goals.
- Build strong relationships with clients, understanding their needs and providing tailored solutions.
- Conduct workshops, training sessions, and presentations to communicate project progress and insights.
- Utilize deep knowledge of the pharmaceutical industry to address industry-specific challenges and opportunities.
- Analyze current processes and identify areas for improvement, driving efficiency and effectiveness.
- Proficiency in digital tools and technologies relevant to digital transformation and product management.
- Strong analytical and problem-solving abilities, with a data-driven approach to decision making.

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.

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

Operations

Business Unit

CTS

Location

India

Site

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area

BD&L & Strategic Planning

Job Type

Full time

Employment Type

Regular

Shift Work

No

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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.

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