

# Senior Consultant - Management Consulting

Job ID

REQ-10025130

Paź 08, 2024

India

## Podsumowanie

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.

## 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
- Demonstrated core consulting skills of analysis, top-down thinking, and presentation
- Aptitude to learn and develop new concepts/frameworks and adapt ways of working accordingly
- Excellence in soft skills to effectively work with diverse set of senior stakeholders in the organization

### **Desired Skills:**

- Program Management, Operating Model Design, Product Management, Data Digital transformation, M&A support (diligence, post-merger integration) (preferred)
- Work experience of supporting projects in Pharma, Healthcare, and Life Sciences (preferred)

**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.

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