R&D MDM Business Capability Lead

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Company: Sanofi

Location: Hyderabad City Taluka

Category: other-general

About us

Sanofi is a global life sciences company committed to improving access to healthcare and supporting the people we serve throughout the continuum of care. From prevention to treatment, Sanofi transforms scientific innovation into healthcare solutions, in human vaccines, rare diseases, multiple sclerosis, oncology, immunology, infectious diseases, diabetes and cardiovascular solutions and consumer healthcare. More than 110,000 people in over 100 countries at Sanofi are dedicated to making a difference on patients' daily life, wherever they live and enabling them to enjoy a healthier life

As a company with a global vision of drug development and a highly regarded corporate culture, Sanofi is recognized as one of the best pharmaceutical companies in the world and is pioneering the application of Artificial Intelligence (AI) with strong commitment to develop advanced data standards to increase reusability & interoperability and thus accelerate impact on global health

The R&D Data Office serves as a cornerstone to this effort. Our team is responsible for cross-R&D data strategy, governance, and management. We sit in partnership with Business and Digital, and drive data needs across priority and transformative initiatives across R&D. Team members serve as advisors, leaders, and educators to colleagues and data professionals across the R&D value chain. As an integral team member, you will be responsible for defining how R&D's structured, semi-structured and unstructured data will be stored, consumed, integrated / shared and reported by different end users such as scientists, clinicians, and more. You will also be pivotal in the development of sustainable mechanisms for ensuring data are FAIR (findable, accessible, interoperable, and reusable)

Position Summary

The R&D Master Data Management (MDM) Business Capability Lead serves as the interface between Business and Digital/Data on foundational data capabilities or needs across R&D

This role will partner with key business leaders and analysts (including Domain Data Domain Leads & Data Stewards) to create, implement and maintain the R&D Master Data Management system for Product, Project and Study data domains

It will also gather requirements and be responsible for the identification of key use cases across R&D, defining MDM strategy and apply knowledge gained of the end to end process to analyse, cleanse and enrich R&D master data and ensure efficient data flow between systems and aligned across R&D business processes

Main responsibilities

Work in collaboration with R&D Data Office leadership, R&D business, and R&D Digital subject matter experts, as well as stakeholders from other function data offices:

Partner with key stakeholders across R&D functions to identify data-related needs and initiatives (e.g., MDM, data catalog etc) and design innovative data solutions to support business priorities

Partner with R&D Digital stakeholders to oversee data-related activities and verify data functionality from ingest through access

Drive MDM program management; ensure on-schedule/on-time delivery and proactive management of risks/issues

Establish ways of working across all partner functions and assist stakeholders with questions/challenges related to system or data, including data integrations

Examine multidimensional datasets and drive business processes updates to be performed and steer the respective change initiatives

Oversee maintenance of documentation and act as an expert on data definitions, data flows, legacy data structures, access rights models, etc. for assigned domain

Manage and maintain data modelling methodology already established within Data Governance team

Educate and guide R&D teams on standards and information management principles, methodologies, best practices, etc.

Participate in the evaluation of new technologies and innovation projects related to information management

Manage and evolve current data integration standards policies and procedures, and data quality management services

Manage maintenance of data lineage and support root cause analysis and impact assessment on data related topics

Define and maintain KPIs for Master Data Management

May directly or in-directly lead junior data roles (e.g., data modelers, data stewards etc) across end-to-end data activities (ingest through access)

Deliverables

Identifies capability and process opportunities

Drive a culture of operational excellence through a set of fundamental process management practices

Brings industry trends and operational excellence practices to drive incremental improvements in quality, cost, and speed

Champions best practices for business processes, evaluates enhancements and recommended solutions

Develop project plans and roadmaps for implementing business process solutions with the broader strategic goals

About you

Experience: 7 - 9 years of experience in business data management, information architecture, technology, or other related field, in pharmaceutical industry, preferably in R&D

Technical skills:

Extensive modelling experience with standard tools

Basic programming skills

Good knowledge of cross-industry data standards

Expert understanding of Master Data Management strategies, services, and capability

Hands-on experience in Informatica (or similar platform)

Functional skills:

Strong familiarity with pharma R&D processes and technology

Strong familiarity with good data management practices

Ability to build business relationships and understand end-to-end data use and needs

Diplomatic and stakeholder management skills across business, technology, and partners

Demonstrated strong attention to detail, quality, time management and customer focus

Demonstrate ability to manage complex data end diverse sources in a synergistic manner

Excellent written and oral communications skills

Strong networking, influencing and negotiating skills and superior problem-solving skills

Demonstrated willingness to make decisions and to take responsibility for such

Excellent interpersonal skills (team player)

People management skills either in matrix or direct line function

Education: Bachelors or Masters degree in Computer Science, Business, Engineering, Information Technology

Pursue progress, discover extraordinary

Better is out there. Better medications, better outcomes, better science. But progress doesn't happen without people – people from different backgrounds, in different locations, doing different roles, all united by one thing: a desire to make miracles happen. So, let's be those people

At Sanofi, we provide equal opportunities to all regardless of race, colour, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, or gender identity

Watch our

ALL IN video

and check out our Diversity Equity and Inclusion actions at

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