

JOB TITLE: Global D&A Director, Media/Consumer/R&D/Innovation
LOCATION: UniOps Bangalore

ABOUT UNILEVER:

Be part of the world's most successful, purpose-led business. Work with brands that are well-loved around the world, that improve the lives of our consumers and the communities around us. We promote innovation, big and small, to make our business win and grow; and we believe in business as a force for good. Unleash your curiosity, challenge ideas and disrupt processes; use your energy to make this happen. Our brilliant business leaders and colleagues provide mentorship and inspiration, so you can be at your best. Every day, nine out of ten Indian households use our products to feel good, look good and get more out of life - giving us a unique opportunity to build a brighter future.

Every individual here can bring their purpose to life through their work. Join us and you'll be surrounded by inspiring leaders and supportive peers. Among them, you'll channel your purpose, bring fresh ideas to the table, and simply be you. As you work to make a real impact on the business and the world, we'll work to help you become a better you.

ABOUT UNIOPS:

Unilever Operations (UniOps) is the global technology and operations engine of Unilever offering business services, technology, and enterprise solutions. UniOps serves over 190 locations and through a network of specialized service lines and partners delivers insights and innovations, user experiences and end-to-end seamless delivery making Unilever Purpose Led and Future Fit. UniOps' purpose unleashes the power of people, experiences, technology, data, and performance to deliver experiences that grow, fuel, and protect Unilever and our stakeholders.

The Data and Analytics (D&A) team plays a critical role in driving Unilever's Growth and Fuel for Growth, empowering our people to make smarter and faster decisions to unlock value. Our vision is to transform Unilever to become truly Data Intelligent, delivering superior performance through data-driven decisions.

About D&A - Context and Vision

Digital technology is transforming business, creating huge amounts of data. Our belief is that those companies that can truly harness data and deploy analytics at scale, will be those that succeed in the future.

Our vision is to elevate data and data use across Unilever, to transform Unilever into a Data-Intelligent enterprise, where every decision and action is powered by the best data and advanced analytics (AI) to deliver on our business goals. It's about empowering our employees, helping them to make smarter and faster decisions and freeing up their capacity to focus on growth and the decisions that matter. Decisions about our categories, brands, channels, key markets, and our people.

We are helping to lead Unilever into the Future of Work, combining the best of human intelligence and machine through data-intelligent decision-making.

Who we are and what we do

We are a passionate team of over 350 data experts, data scientists, information experts, technical specialists, and business analysts. We operate as 'One D&A', made up of Global engagement and expertise teams, based in our key hubs including India, the UK, and US, and local UniOps in Market D&A teams, based in our key markets. Together, we combine the best of global for scale and efficiency, and local for intimacy and impact.

'We are in the midst of a paradigm shift where the intelligence of machines will complement human ingenuity to do good, do better and smarter' - Sanjiv Mehta, Unilever President, South Asia

Our key objectives as D&A are to:

Set the Unilever data strategy and lay the foundations to maximise the value of

our data. Deliver the connected Data Platform to accelerate access to integrated and trusted data at scale across the company for analytics and decisions. Embed core data and analytics capabilities, leading to automation, AI, and Big Data to boost Unilever's decision intelligence. Lead the Data and Analytics Culture to build a future-fit workforce that values and adopts data-intelligent decision-making across all levels.

We are also passionate about powering our growth with purpose, building a diverse and inclusive team and culture, for example through our #WomenInData program, and continuing to innovate in the use of data and AI to meet our sustainability goals.

Role Profile

The Global D&A Director, Media/Consumer/R&D/Innovation is an influential leader, responsible for leading the global data, information and advanced analytics vision, strategy, products and operational delivery in respective areas globally.

The Director will work to understand functional strategy, priorities, and role in the broader Unilever organization. The Director will leverage organizational knowledge and work closely with functional stakeholders at all levels to address priority business questions, with a focus on value delivery.

Key Accountabilities

Bring D&A functional leadership & business partner with senior stakeholders in Media, Marketing, R&D and CMI

Create and lead the D&A strategy, plans, team and operational delivery for respective functions, covering all aspects of Data, Information and Advanced Analytics capability to power their business strategies to drive growth and unlock productivity and cost saving in the business, and in support of the Humans in the loop, on the loop and out of the loop vision.

Securing funding for key projects/programs agreed as a part of the above strategy and managing budget delivery as per target.

Manage and optimize end-to-end delivery and run of solutions including IO Media, Innoflex and R&D Digital

Collaborate with the Product Management teams and in partnership with the Solution factory, Data factory, Data and Data Science CoE's to deliver and maintain solutions.

Partner with the Technology teams to determine the right advanced capability partners to support the Digital Vision.

Lead the innovation and exploration of new data and analytics techniques to drive the next frontier in D&A use in the business.

Manage internal team and 3d party teams to deliver results.

Address priority business questions vis D&A solutions with a proven value/efficiency unlock.

Experience, skills and qualifications required

We encourage you to apply if you meet 80% or more of what we're looking for below. We understand not everyone will meet all the requirements, but you might have skills we didn't know we need!

Essential Experience

The ideal candidate will be a well-rounded commercial and analytics professional. They will have a deep knowledge of the value chain in consumer goods industry, that is complemented by application of data management, data strategy or analytics, and emerging technologies required to deliver a world class data service.

Overall 10+ years of experience solving business problems through developing complex models and algorithms that drive innovation throughout the organisation.

This may include improving on-time performance, network planning, etc
Experience in applied analytics for solving business problems including
experience in developing frameworks around analytical methods for teams
Strong stakeholder management skills are a pre-requisite
Analytics product leadership and delivery experience
Ability to influence with senior leaders on what data and insights will best fit
/ meet their needs
Ability to manage multiple requests and priorities simultaneously
Proven competency in managing and developing teams
Strong technical expertise to dissect data/analytics solutions and "know what
good looks like"
Managing virtual teams with through influencing virtual stakeholders

Key Skills Required

Professional Skills (foundation/practitioner/mentor)

Data & Analytics Strategy – Mentor
Analytics Product Management – Mentor
Strategic Business Partnering – Mentor
Analytics Solution Design – Practitioner
User experience – Practitioner
Insights Generation – Practitioner
Data lifecycle management – Practitioner

Leadership Skills

Demonstrates strong "Inner game":
Strong Design Thinking/Agility and innovation mindset – intellectually curious,
constantly looking to develop, embraces change with sense of urgency and enjoys
positively challenging status quo
Personal drive and ability to inspire and engage others towards action
Personal mastery –emotionally resilient; always bringing the best of themselves
Demonstrates great "Outer game":
Credible business acumen – shows understanding of business, commercials and
performance metrics. Has gravitas to effectively influence senior stakeholder
within a functional and business context
Encourages experimentation, bringing the outside in, and intelligent risk taking
Brings the voice of the consumer and internal customer into everything they do
Passion for high performance – creating motivation and focus to drive execution
at speed
A talent catalyst – encouraging collaboration and inclusivity, empowering teams
to be their best

Global Functional Leadership teams of Marketing, Media, CMI, and R&D
D&A Portfolio Management, Solution Factory, BDL Factory, Information Factory,
Data CoE, Data Science COE, Tech Transformation, Global Platforms Team
D&A Regional (in Market) teams
UniOPS Technology organisation

From our foundation, Unilever has been a purpose-driven company. Today, our
purpose is to make sustainable living commonplace. We are working to create a
brighter future every day with brands and services that help people feel good,
look good and get more out of life. That includes us – the people who work for
Unilever, as well as the world around us. Unilever's flexible rewards and
benefits are designed to help us all have sustainable households, for whatever
life stage you are at now and in the future.

These include:

Great work environment
Flexible work environment built on trust and autonomy
Pension scheme
Employee Assistance Program for you and your family
Well-being hub with access to benefits such as Healthcare, eye tests, health
checks, occupational physio

We are a key advocate of well-being and offer a variety of support for our people including hubs, programmes, and development opportunities. We strive to achieve a family-friendly and inclusive workplace and to, above all, create possibilities for all.

And last but certainly not least - the chance to be a part of a dynamic team with the backing of the globally renowned Unilever brand.

Diversity at Unilever is about inclusion, embracing differences, creating possibilities, and growing together for better business performance. We embrace diversity in our workforce. This means giving full and fair consideration to all applicants and continuing the development of all employees regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity.

Unilever embraces diversity and encourages applications from people with a disability. We are committed to making reasonable adjustments to provide a positive, barrier-free recruitment journey. Candidates will be asked at the time of their application if any support or reasonable adjustments to complete their application and any subsequent recruitment journey with us at Unilever.