

Talent Acquisition Business Partner (French-speaking)

Job ID
REQ-10029542
Dec 09, 2024
Czech Republic

Summary

Location: Prague, Czech Republic. #LI-Hybrid

Great innovations start with great people. Join us in the Talent Acquisition team and you'll influence how we shape and grow our community. Hiring the best talent. Helping us build future capabilities. Advising on talent attraction, recruitment policies and processes. Fostering an inclusive culture where people thrive.

Based in Prague, you will be leading end to end recruitment and talent sourcing for the commercial organization of our company in several European markets with a special focus on supporting France. You will be a key member of our regional team, a strong partner to Prague-based colleagues, and will work in close collaboration with the contact point of global Talent Acquisition team in France. You will be showcasing company Values and Behaviors and be the Employer Brand ambassador to our people, external candidates and vendors.

About the Role

Key Responsibilities:

- End-to-end ownership and execution of hiring processes, providing outstanding experience for hiring managers and candidates, resulting in successful hiring outcomes.
- Provide effective and strategic partnership to the business, combining your understanding of internal business priorities with talent insights you proactively bring from the market.
- Ensure efficient and compliant execution of hirings, collaborate effectively with centers of excellence and international teams.
- Leverage data and generate insights to improve hiring processes and decisions.
- Actively contribute to the objectives and priorities of the international Talent Acquisition team and the enterprise talent agenda.

Essential requirements:

- Bachelor's degree in human resources or a related field, with a first experience in recruitment / Talent Acquisition, either in an agency or in-house.
- Good command of assessment, interviewing and talent sourcing methodologies.
- High learning agility, a can-do attitude and a customer-focused mindset.
- Collaborative, with strong project management and prioritization skills.
- Attention to details, ability to understand and follow policies and processes in a highly regulated

environment.

- Proficiency in both French and English.

Desirable requirements:

- Affinity with the healthcare industry; prior experience with the pharmaceutical sector is a plus.
- Experience in setting up and executing a targeted hiring agenda (e.g. DEI, expert roles).

Commitment to Diversity and Inclusion / EEO paragraph:

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

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

People & Organization

Business Unit

CTS

Location

Czech Republic

Site

Prague

Company / Legal Entity

CZ02 (FCRS = CZ002) Novartis s.r.o

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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Accessibility and accommodation

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to di.cz@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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