

Global People & Organization Business Partner

Job ID
REQ-10032013
Dec 16, 2024
United Kingdom

Summary

The Global People & Organization (P&O) Business Partner has got a dual responsibility:

1. Champions the further build-up of our Global Development Hub in the UK in line with the near and longer-term strategy in close partnership with the relevant Business Heads and UK country organization to establish a highly effective team with deep functional excellence and a strong horizontal connect across the Research - Development - Commercial Continuum.
2. Drives the P&O agenda for Clinical Development in partnership with the P&O Head for Clinical Development and leveraging the P&O Network for the Clinical Development function to ensure a highly effective organization with best talent in role, a fit-for-purpose organizational set-up, and a highly engaged workforce to deliver strong business outcome.

Acts as a strategic advisor and coach to the relevant leadership team members and their teams by applying P&O consulting skills with data driven and external market insights, enables business transformation and promotes the adoption of Development- and enterprise-wide projects.

About the Role

Your responsibilities include, but not limited to:

- Influence the business strategy and translate strategy and functional plans to design and implement people and organizational interventions that support the vision for our Global Development Hub in the UK and Clinical Development while applying data driven and external insights to deliver business outcome.
- Advise business leaders and functional teams on strategic and operational execution, including team effectiveness, change management, organizational design, performance management, talent, retention and engagement.
- Drive the further build-up of our Global Development Hub in the UK in line with the near and longer-term strategy to ensure best talent in role and build a strong talent pipeline including the implementation of effective Early Career Programs.
- Drive the talent and leadership development agenda for Clinical Development in partnership with the business, establishing quality succession planning for critical positions and business value roles, development plans of key talent and strengthening the leadership pipeline.
- Advise on and handle diversity, equity and inclusion at all levels (e.g. gender representation, LGBTIQ+ and pay equity).
- Establish strategic workforce plans with leaders including the identification of critical capabilities for the future, plans to meet capability gaps and develop organization design efficiencies to enable the long-term

business strategy.

- Drive the culture agenda and utilize consulting skills to influence, coach and provide feedback to leaders at all levels, ensuring our core values are lived every day and empower individual growth.
- Contribute actively to the Development P&O community and UK P&O team.
- Actively participate in complex P&O projects and initiatives ensuring strong business representation and alignment.
- Provide coaching, feedback, learning opportunities and mentoring to support and enable P&O team members in their development.

What'll you'll bring to the role:

- Bachelor's degree, in relevant discipline (HR, Business or other)
- Proficiency in English required, excellent verbal and written communication skills.
- Demonstrated experience in P&O generalist positions in complex, matrix environments with experience in shaping and delivering the P&O strategy for the areas in charge.
- Experience in Organization Health and Design, Strategic Workforce Planning, Talent Development & Pipelining, Leadership Development, Project Management & Data Driven Decision Making.
- Strong Business Acumen and experience of 'strategy to story'
- Experience in Coaching and Consulting
- Ability to Influence and Managing Change
- Experience working in a matrix environment and strong stakeholder management
- High agility and 'can-do' attitude

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>

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Division

People & Organization

Business Unit

Innovative Medicines

Location

United Kingdom

Site

London (The Westworks)

Company / Legal Entity

GB16 (FCRS = GB016) Novartis Pharmaceuticals UK Ltd.

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular
Shift Work
No
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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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