

People & Organization Business Partner

Job ID
REQ-10056952
Jul 02, 2025
Canada

Summary

Location: Montreal or Toronto, #LI-Hybrid

As the P&O Business Partner to Canada Leadership Team, you will champion the People and Organization agenda by advising, coaching and influencing leadership teams to help implement the near and longer-term business strategy and plans.

In this role you will apply P&O consulting skills with data driven and external market insights to deliver an organizational aligned workforce strategy with talent interventions that span diversity and inclusion; talent management; organization design & effectiveness; culture; transformation & change and employee experience. In addition, Business Partner will partner closely with People Partner team on local change delivery and P&O cases.

About the Role

Key responsibilities:

- Talent agenda in partnership with the business, establishing quality succession planning for critical positions and business value roles, development plans of key talent and talent strategy to build the leadership pipeline.
- Directly influence the business strategy to design and implement people and organizational interventions that support the vision while applying data driven and external insights with P&O metrics (e.g., headcount, turnover, workforce skills, D&I, reporting, budget, etc.) to deliver business outcomes with impact.
- Hold the knowledge and outlook for the 3-5 year business plans. Establish strategic workforce plans with leaders and develop organization design efficiencies to enable the long-term business strategy. Monitor and identify business performance and people risks/ opportunities
- 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.
- Enhance leadership capabilities through coaching and drive client leadership teams to set up a solid governance structure, operating models and culture to enable and fulfil strategic business objectives.
- Actively participate in complex, enterprise P&O projects or initiatives; ensure business representation and alignment.
- Work with local People Partner team to mediate and resolve complex employee relations issues at senior leadership level; conduct thorough and objective investigations when necessary.
- 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 buy-in and utilization of data and analytics to identify risk and trends, and to apply these business insights to inform decisions and actions. Shape and advise business on embedding culture, diversity and inclusion aspirations.

Essential Requirements:

- Minimum 5 years of experience in HR business partner
- Excellent communication skills
- Strong influencing and negotiation skills
- Strong problem-solving skills
- Ability to coach senior leaders
- English written spoken, French an asset (highly desirable)

At Novartis Canada, we are determined to be a valued partner and advocate, with a deep understanding of patient needs along the entire care journey – from drug development, to diagnosis, to access and beyond. Part of the way we are doing this is by leveraging data, technology, and partnerships.

Research & Development: we focus on four core therapeutic areas: Cardiovascular, Renal & Metabolic, Immunology, Neuroscience and Oncology. We also develop and deliver treatments through other promoted and established brands, which today are helping millions of patients. Over the last three years, our average annual research and development investment in Canada was over \$30 million, and we conduct clinical trial research in every region throughout Canada.

Commitment to Diversity and Inclusion: Novartis is committed to building outstanding, inclusive work environment and diverse team's representatives 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>

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<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

International

Business Unit

Universal Hierarchy Node

Location

Canada

Site

Montreal

Company / Legal Entity

CA04 (FCRS = CA004) NOVARTIS PHARMA CANADA INC.

Alternative Location 1

Toronto, Canada
Functional Area
Human Resources
Job Type
Full time
Employment Type
Regular
Shift Work
No
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