

Senior Talent Acquisition Business Partner, TA POC for Italy

Job ID
REQ-10022532
Oct 02, 2024
Italy

Summary

#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 Milan, you will be leading end to end recruitment and talent sourcing in the local business organization of Novartis. You will be the main contact point for the global Talent Acquisition team on topics related to the country organization and vice versa, as well as drive the cross-divisional Talent Acquisition agenda in the country. You will be showcasing Novartis Values and Behaviors and be the Employer Brand ambassador to our people, external candidates and vendors.

About the Role

Major accountabilities:

Your responsibilities will include, but are not limited to:

- End-to-end ownership and execution of hiring processes, providing outstanding experience for hiring managers and candidates resulting in successful hiring outcomes
- Take a position of leadership on all local matters related to Talent Acquisition processes. Leverage data to optimize talent acquisition priorities and make timely proposals. Ensure activities are aligned with the enterprise talent agenda
- Represent Talent Acquisition to the local HR organization. Collaborate effectively with centers of excellence and international teams to enable efficient and compliant execution of hirings
- Provide effective and strategic partnership to the business, combining your understanding of internal business priorities with talent insights you proactively bring from the market
- Participate in or lead special projects at country or business unit level. Coordinate and support the efficient implementation of recruitment strategies, processes and services aligned with business priorities, e.g. recruitment marketing, DEI recruitment initiatives, external talent pipeline management. Deliver trainings where required.
- Actively contribute to the objectives and priorities of the international Talent Acquisition team

Essential requirements:

- Bachelor's degree in human resources or a related field, substantial first experience in Talent Acquisition

either in an agency or in-house

- Exceptional assessment, interviewing and talent sourcing skills, with a strong command of relevant methodologies and tools
- Excellent project management and prioritization. Customer-focused mindset, attention to details and strong business partnering skills. Able to translate business strategy into actionable talent acquisition priorities
- Clear communication (both written and verbal) with effective presentation, influencing and negotiation skills. Able to build strong partnerships with business leaders and peers.
- Highly collaborative and autonomous, able to get things done in a networked environment, effectively navigating policies and processes in a highly regulated environment
- Proficiency in both Italian and English is essential

Desirable requirements:

- Drive, curiosity, and 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)
- Understanding of global HR processes, experience in effectively establishing Talent Acquisition as a strong partner to other Centers of Excellence

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

Innovative Medicines

Location

Italy

Site

Milano

Company / Legal Entity

IT08 (FCRS = IT008) Novartis Farma S.p.A.

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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List of links present in page

1. <https://www.novartis.com/about/strategy/people-and-culture>
2. <https://talentnetwork.novartis.com/network>
3. <https://www.novartis.com/careers/benefits-rewards>
4. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Milano/Senior-Talent-Acquisition-Business-Partner--TA-POC-for-Italy_REQ-10022532-2
5. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Milano/Senior-Talent-Acquisition-Business-Partner--TA-POC-for-Italy_REQ-10022532-2