

# Talent Acquisition Sourcer

Job ID  
REQ-10023473  
Sep 25, 2024  
Mexico

## Summary

As Talent Acquisition Sourcer you will support the Staffing function in providing top talent to fill open positions; to provide excellent recruitment operations, products and services for regional clients and to contribute to making the Staffing function a Center of Excellence

## About the Role

#LI-Hybrid

### Key Responsibilities:

- Support the team in the development of Talent Acquisition strategic objectives.
- Support and implement efficient and cost-effective recruitment and selection pro-grams that are in line with corporate Talent Acquisition guidelines to source top talents.
- Maintain accurate and efficient Talent Acquisition process (sourcing, selection, hiring) to support the dedicated client group.
- Provide services covering specific areas of Recruitment, including organizational resourcing needs analysis, recruitment market trends analysis, candidate selection, vendor management, analysis of Recruitment metrics, and/or other Recruitment services.
- Develop and conducts analyzes/researches on recruitment issues and provide recommendations to resolve Line Management issues.

### Essential Requirements:

- Bachelor's degree
- Proficiency in English, spoken and written
- + 3 years of experience as a Talent Sourcer, preferably in a global organization, involved in pipeline processes and social listening projects at a regional level.
- Experience using applicant tracking systems.

### Desirable Requirement:

- Fluency in an additional regional language is a plus as French or Portuguese

*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>

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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

People & Organization

Business Unit

CTS

Location

Mexico

Site

INSURGENTES

Company / Legal Entity

MX06 (FCRS = MX006) Novartis Farmacéutica S.A. de C.V.

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 work with and provide reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to perform the essential functions of a position, please send an e-mail to [tas.mexico@novartis.com](mailto:tas.mexico@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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## Talent Acquisition Sourcer

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2. <https://talentnetwork.novartis.com/network>
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