

Global Head of P&O, RLT Operations

Job ID
REQ-10023542
Sep 25, 2024
USA

Summary

Location: Indianapolis, Indiana (Hybrid)

#LI-Hybrid

This is a site based role, preferred location is Indianapolis, Indiana. The role can also be located at East Hanover, New Jersey. Consideration may be given to distance working arrangements, there may be restrictions based on legal entity registration. The expectation of working hours and travel (domestic and/or international) will be defined by the hiring manager & business needs.

Job Purpose

To champion the People and Organization agenda by advising, coaching, and influencing the Global Head Radioligand Therapy Technical Operations (Executive Novartis Committee -1) member and leadership teams to help implement the near- and longer-term business strategy and plans at a Global / Regional / Divisional level. As a strategic business advisor and coach, the Business Partner applies People & Operations 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 and effectiveness, culture, transformation and change, and employee experience. In addition, Business Partners liaise with People Partner teams on local change delivery and complex or high-profile P&O cases.

This role leads the RLT & US P&O function (1-2 direct reports, 5-6 indirect people partners in the TechOps sites) to deliver on the business agenda through talent and organizational transformation plans for:

- A client group of ca. 500-700 FTE (Global growing RLT site network of to be 11 internal manufacturing sites in US, Europe and Asia) with FTE expansion.
- Partners with and enable Manufacturing Site Leadership to build capabilities to ensure supply for RLT portfolio and deliver an organizational transformation to achieve leading unit cost and growth projections.

Provides US P&O oversight for all Operations activity acting as a SPOC for the Global Operations P&O function.

About the Role

Major accountabilities:

1. RLT Operations Business Partnering

Co-leads future-proof business transformation;

- Actively supports the design and implementation of future-proof operating models that allow for optimal supply performance and leading unit costs

- Builds an agile, collaborative, cross-functional team ecosystem that delivers strong strategies and efficient execution
- Defines and co-leads capability-building strategy through strategic workforce planning with a holistic change management approach
- Support expansion into Asia and California in alignment with business strategy and partner with country leadership teams to execute against expansion plans

Develop talents Across the Enterprise;

- Builds precision & integrated talent management strategy as an integrated lifecycle approach to developing leaders and curated talent pools - ranging from graduates to targeted talent pools for all critical roles (Site Heads, MU Heads, SCM) incl. the Early Career Strategy. Together with TAS/Scouting/Global TM and local BP/PPs in country, selects, appoints Site Heads and LT members
- Ensure short and midterm talent needs are met through pipelining internally and externally for key roles. Activate business ownership and accountability of diversity, equity, and inclusion initiatives. Proactively engages with NEF to ensure the right dialogue with social partners. Connects externally to understand competitors, HCS landscape, and future capabilities (EVP, Manufacturing P&O insights....)
- Maximizes the value of the new P&O model; Realize the full potential of the new global P&O model, set the bar for excellence for the new P&O BP strategic role through high-touch capability-building program
- Serve as a P&O enterprise leader supporting shaping the global strategy to fit with customer needs, ensuring maximum value and impact in our markets. Stakeholder engagement; Act as a coach and counsel to senior leaders challenging the status quo to support business growth and innovation as well as supporting their personal leadership journey shaping business and culture
- Leadership and Team Development; Performance manage P&O team and organizational health. Coaches and mentors P&O Leaders - a) on strategic business capabilities and their coaching to their business leaders b) coach/challenge the development of their people strategy plans. Develops a high performing direct and indirect P&O team ensuring highest business impact

2. US Operations SPOC

- Serve as a member of the US Country P&O Board. Provide local management oversight for US Cell & Gene Manufacturing (2 sites), directly managing the site business partner. Partner across global enterprise functions by coordinating and interacting with global Operations P&O colleagues to consult / advise on US from global business partner perspective. Coordinate and build strong partnership with US People Partner team to ensure effective collaboration and people partner support for US manufacturing sites. Hold team accountable for results/outcomes and partner to deliver seamless experience for US business

What you will bring to the role;

- University degree required. Psychology, Business Administration or Human Resource Management specialization preferred. At minimum 10 years + as an experienced HR Business Partner supporting globally matrix client groups. Pharmaceutical experience strong preferred.
- Strategic and systemic thinking with agility to manage complexity, integrating multiple business, people, and cultural dimensions. Ability to navigate uncertainties and paradoxes. Ability to translate business insights into P&O strategic plans
- People leadership – inspire, lead, coach, and develop cross-cultural teams, building a psychologically healthy and performance-driven culture – role-model ethics, vulnerability, and servant leadership. Strategic Business partnering – coach and advise senior executives, building credibility to act as a sounding board to help shape the strategy as well as help leaders grow on their leadership journey to

help shape the right culture

- Strong OD and data understanding – experience in applying OD to complex business challenges and change management and to make data-enabled decisions
- Enterprise leadership – influence beyond the role, contributing to an enterprise-wide P&O agenda while ensuring that customer needs constantly inform P&O strategic decisions, proactive collaboration across boundaries and business units
- Cross-cultural, Employee relations experience with proactive and driven self-starter mindset. Fluency in English required

Preferred

- Local US P&O experience (desired) & TechOps experience is a plus

The pay range for this position at commencement of employment is expected to be between \$ 201,600.00 to \$302,400 per year; *however, while salary ranges are effective from 1/1/24 through 12/31/24, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills, and abilities.* The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an “at-will position” and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

Read our handbook to learn about all the ways we'll help you thrive personally and professionally: [novartis-life-handbook.pdf](#)

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>

EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers who are focused on building and advancing a culture of inclusion that values and celebrates individual differences, uniqueness, backgrounds and perspectives. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status. We are committed to

fostering a diverse and inclusive workplace that reflects the world around us and connects us to the patients, customers and communities we serve.

Accessibility & Reasonable Accommodations

The Novartis Group of Companies are committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the application process, or to perform the essential functions of a position, please send an e-mail to us.reasonableaccommodations@novartis.com or call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Division

People & Organization

Business Unit

Innovative Medicines

Location

USA

Site

Indianapolis

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Alternative Location 1

East Hanover, USA

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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