

HR People Partner - Italy

Job ID
REQ-10024078
Oct 03, 2024
Italy

Summary

Acts as a trusted advisor offering in-country policy expertise and knowledge to support managers and associates on all HR topics on the moments that matter. It is a generalist role that assist in all HR areas (talent acquisition, talent management, learning, performance management, employee relations, rewards, payroll and reporting), fostering a collaborative culture.

About the Role

Key responsibilities:

- Provide support and advice for operations on Employee Life Cycle Management from Hire to Retire.
- Provide support, expert advice and guidance for employees and managers on their day-to-day HR topics.
- Support the HR Country Lead on different HRz projects.
- Handle personnel records, data management, support on policy creation.
- Support Payroll (ensure the timely and accurate transfer of data - variable payments and other concepts that impact payroll).
- Collect and analyse employee data and metrics (e.g. HC, turnover rate, absenteeism).
- Support on the Talent Acquisition, hiring and onboarding process.
- Support organizational changes and development processes, such as restructuring or the implementation of new technologies, programs and services ensuring a successful transition and minimizing the impact on employees.

Role Requirements:

- Overall HR experience acquired in HR Generalist roles.
- Bachelor's or Master's Degree.
- Ability to work in a matrix organization.
- HR data analytics.
- Knowledge of labour regulations, policies, practices.
- Knowledge of recruiting methods and techniques, HR service delivery.
- Experience with multicultural teams.

Why Advanced Accelerator Applications?

Thousands of people die of cancer around the world every day. At Advanced Accelerator Applications, a Novartis company, our mission is to transform lives through radioligand therapy in nuclear medicine to fight several leading types of cancer. How will we continue to be on the cutting edge of medicine? We believe new groundbreaking solutions can be found at the intersection of medical science and digital innovation. That a

diverse, equitable and inclusive environment inspires new ways of working. We believe our potential can thrive and grow in an unbossed culture underpinned by integrity, curiosity and flexibility. And we can reinvent what's possible, when we collaborate with courage to aggressively and ambitiously tackle the world's toughest medical challenges. Because the greatest risk in life, is the risk of never trying! Imagine what you could do here at Novartis!

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

International

Business Unit

Innovative Medicines

Location

Italy

Site

Ivrea

Company / Legal Entity

IT58 (FCRS = IT058) AAA Italy Srl.

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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