

# Associate Director, Talent Acquisition, R&D

Job ID  
REQ-10024181  
Dec 12, 2024  
India

## Summary

You will be responsible to lead the delivery of end-to-end Talent Acquisition service for Research & Development. You will lead a great team of TA professionals distributed across APMA and your objective will be to create and implement strategies to attract the best diverse talent for Research & Development across our key markets.

## About the Role

### Key responsibilities:

- As the AD Talent Acquisition, R&D, APMA, you will drive operational excellence throughout the talent acquisition lifecycle, including data integrity, and adherence to key TA success metrics.
- You will report to the Global Head of Talent Acquisition, R&D, and support them with the design and execution of their TA Strategy and the overall management of the function. Enable your team to streamline and accelerate our recruitment efforts throughout the whole candidate lifecycle. Support end-to-end recruitment activities for senior hiring across R&D.
- You will lead, coach, and develop a Talent Acquisition team of Talent Acquisition Business Partners who are responsible for developing and executing our TA strategy in the region to acquire top diverse talent. Proactively give feedback to your teams on their performance and work with them to ensure they reach their growth potential. You will oversee capacity planning as well as the performance and capability building of your team.
- Develop and maintain strong relationships with hiring managers at all levels across R&D, providing coaching and training in the end-to-end hiring funnel to enable co-ownership of the hiring agenda.
- Foster a culture of collaboration and teamwork within your team and across the organization, ensuring effective communication and partnership with stakeholders in a global environment. Create and foster a collaborative, inspired, and unbossed culture as a member of the P&O and T&T communities in India.
- Partner and co-own current hiring and future pipeline requirements with our sourcing team, with a specific focus on niche & business-critical skill areas.
- Develop a data-driven approach to optimize our efficiency, inform decision-making, and enable more proactive planning of our workforce, in collaboration with other TA and P&O leaders.
- You will drive a strong talent assessment process and rigor across all hiring teams that ultimately deliver the best talent.
- Collaborate with Talent Marketing to develop a recruitment marketing strategy for R&D in your region. You will proactively share market and competitive intelligence to inform talent, business, and organizational design decisions with the Business & P&O colleagues.
- Be an ambassador for the Novartis mission and purpose, strengthen our employer brand, and inspire candidates to join Novartis.

## Essential Requirement:

- 12+ years of experience in recruitment either in an agency or inhouse talent acquisition team.
- A minimum of 3+ years of recent experience in managing talent acquisition teams across APMA, preferably within R&D, or the equivalent of demonstrated leadership in guiding, coaching, and leading teams through complex R&D projects.
- Exceptional assessment and interviewing skills, with a strong command of assessment and selection methodologies, instruments, and processes.
- Ability to manage relationships with Senior Leaders on the key deliverables and partner with your P&O peers to deliver a talent agenda.
- Previous experience in leading, coaching, and mentoring diverse teams across multiple geographies.
- Previous experience in driving a targeted DEI hiring agenda across a complex ecosystem.
- Must have strong presentation, communication (both written and verbal), influencing, and negotiation skills.

## Desirable Requirements:

- Ability to extract and interpret data from internal and external data sources.
- Strong project management and critical thinking skills with thorough attention to detail.
- Ability to navigate a complex, multinational and ambiguous environment.
- Ability to inspire and develop local and remote teams to become a best-in-class talent acquisition function that delivers exceptional candidate experience.
- Expertise and understanding of the latest regional hiring trends with a focus on the pharmaceutical industry.

**Commitment to Diversity and Inclusion:** 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

CTS

Location

India

Site

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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