

Sr. Specialist Workforce Enablement and Upskilling, Data Digital & IT

Job ID
REQ-10027067
Dec 03, 2024
Czech Republic

Summary

We are seeking a passionate Sr. Specialist in Workforce Enablement and Upskilling to join our vibrant team in Prague. In this pivotal role, you will be at the heart of our continuous improvement initiatives within the Data Digital & IT (DDIT) organization. Your expertise will be crucial in gathering and coordinating data and information to design effective DDIT strategies. Additionally, you will play a key role in driving medium and small-sized improvement initiatives for the OPX function and DDIT overall, ensuring our operations are always at their best.

About the Role

Role Responsibilities:

- **Execute strategic initiatives:** Implement initiatives across productivity, capability building and workforce strategy.
- **Support Organisation Design initiatives:** collect and validate data, ensure alignment and standardization
- **Provide insights for reports and analysis:** Contribute valuable inputs for reports, business insights, and market trends analysis required by the CIO.
- **Lead culture change and change management:** Coordinate cross-functional culture change and change management agendas.
- **Organize events and engagement initiatives:** Drive engagement by supporting and organizing various events for OPX and DDIT.

Role Requirements:

- **Global Experience:** You should have a proven track record of working effectively across different cultures and regions, demonstrating your ability to navigate and adapt to diverse environments.
- **Senior Management Interaction:** You must have experience interacting with senior management, showcasing your capability to communicate and collaborate with high-level executives, and influence decision-making processes.
- **Functional Versatility:** A broad functional knowledge is essential, indicating your versatility and understanding of various business functions, which allows you to contribute to multiple areas within the organization.
- **Strategic Planning:** You need to have strong strategic planning skills, enabling you to develop and implement long-term plans that align with the organization's goals and drive its success.
- **Change Management:** Proficiency in change management is required, as you will be responsible for

guiding and managing organizational changes, ensuring smooth transitions and minimal disruption.

- **Analytical Thinking:** You should have strong analytical thinking skills, which are crucial for analyzing data, identifying trends, and making informed decisions that benefit the organization.
- **Presentation Skills:** You must have excellent presentation skills to effectively communicate ideas and information to various audiences, ensuring clarity and engagement.
- **Proficiency in English** is required, as it is the primary language of communication.

You'll receive:

Monthly pension contribution matching your individual contribution up to 3% of your gross monthly base salary; Risk Life Insurance (full cost covered by Novartis); 5-week holiday per year; (1 week above the Labour Law requirement) ; 4 paid sick days within one calendar year in case of absence due to sickness without a medical sickness report; Cafeteria employee benefit program – choice of benefits from Benefit Plus Cafeteria in the amount of 12,500 CZK per year; Meal vouchers in amount of 105 CZK for each working day (full tax covered by company); Public Transportation allowance; MultiSport Card, Employee Share Purchase Plan. Find out more about Novartis Business Services: <https://www.novartis.cz/>

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

This role is based in Prague, CZ. Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

#LI-Hybrid

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

Operations

Business Unit

CTS

Location

Czech Republic

Site

Prague

Company / Legal Entity

CZ02 (FCRS = CZ002) Novartis s.r.o

Functional Area

Technology Transformation

Job Type

Full time

Employment Type

Regular

Shift Work

No

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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>
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