

Senior Talent Acquisition Business Partner

Job ID
REQ-10031713
Nov 28, 2024
Egypt

Summary

As Senior Talent Acquisition Business Partner you will play a vital role in hiring best Commercial talent using data driven strategies and helping us build future capabilities.

Your expertise in advising and influencing business partners and P&O on best practices throughout the entire recruitment and talent sourcing process will be essential for delivering the Talent Acquisition agenda. You'll embody Novartis Values and act as the Employer Brand ambassador to our employees, candidates, and vendors.

#Hybrid

About the Role

Key Responsibilities:

- Manage the end-to-end recruitment cycle for local and regional level hiring to accelerate our recruitment efforts throughout the whole candidate lifecycle.
- Develop engaging relationships with hiring managers at all levels and provide coaching and training in the end-to-end hiring funnel to enable co-ownership of the hiring agenda.
- Develop a data-driven approach to optimize our efficiency, inform decision-making and enable more proactive planning of our workforce.
- Drive a strong talent assessment process and rigor across all hiring teams that ultimately deliver the best talent.
- Proactively share market and competitive intelligence to inform talent, business, and organizational design decisions with the Business & P&O colleagues.
- Manage and drive appropriate sourcing, assessment, selection and pre-on boarding strategies.
- Manage major recruitment campaigns, and confidential and business-critical projects aligned to the TA global strategy.
- Collaborate with P&O, Hiring Managers and other COEs to provide best-in-class Hiring Manager and candidate experience throughout the recruitment process.

Requirements:

- Extensive experience in recruitment, with ability to make an impact using data driven strategies.
- Proven skills in building relationships locally and regionally with Senior Leaders and P&O peers to drive a talent agenda. Understands and navigates the TA and P&O matrix, guiding others to do so as well.
- Proven ability to inspire, coach and colleagues through demonstrating high Value & Behavior and operational excellence to become a best-in-class talent acquisition function that delivers exceptional candidate and hiring manager experience.
- Effective and persuasive communicator with strong presentation, communication (both written and verbal), influencing and negotiation skills
- Ability to develop and drive hiring strategy using market insights, industry trends and data
- Fluent in English and Arabic

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.

Novartis is a proud member of the *ILO Global Business and Disability Network* and the *Valuable 500*, promoting the inclusion of people with disabilities in workplaces around the world. We also collaborate with international partners, such as *Disability: IN*, *Purple Space*, and *Business Disability Forum* to identify and develop best practice solutions to enable people with disabilities to participate as equal members of our organization.

Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

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

Egypt

Site

New Cairo

Company / Legal Entity

EG02 (FCRS = EG002) Novartis Pharma S.A.E

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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2. <https://www.thevaluable500.com/members>
3. <https://disabilityin.org/>
4. <https://www.purplespace.org/>
5. <https://businessdisabilityforum.org.uk/>
6. <https://www.novartis.com/about/strategy/people-and-culture>
7. <https://talentnetwork.novartis.com/network>
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