

Senior Strategic Sourcer

Job ID

REQ-10043451

Mar 19, 2025

India

Summary

Collaborate with Talent Acquisition Business Partners and Hiring Managers to deliver a strong sourcing enablement, support data lead hiring by providing market and competitive intelligence

About the Role

Major accountabilities:

- Collaborate with Talent Acquisition Business Partners and Hiring Managers to deliver a strong talent **pipeline** for **niche** roles
- Build & maintain a strong candidate pipeline to support current and future hiring requirements with specific focus on **niche & business critical** skill areas for India
- Guide hiring managers on supply and demand of talent through the use of **market intel tools** to support **data-lead hiring**
- Identify, engage and activate **passive** candidates through Boolean, LinkedIn, specialist channels and innovative search techniques for active and longer-term talent needs.
- Leverage CRM to cultivate and build **talent pools** for current and future hiring.
- Make data-driven recommendations on targeting talent
- Participate in digital marketing campaigns to demonstrate activity of **passive** talent.
- **Proactively share market and competitive intelligence** to inform talent, business, and organizational design decisions
- Be an ambassador for the Novartis mission and purpose, strengthen our employer brand and inspire candidates to join Novartis.
- Ensure data **compliance** within systems and tools (CRM, Applicant Tracking System, social media, etc.) and adherence to relevant geographic labor and employment laws
- Screening & assessment of **talent directly sourced** in line with India role requirements.
- Adherence to Novartis, People & Organization and Talent Acquisition policies and processes
- Provide real time **data driven insights** to your Head of TA, India and TA Functional leaders, India on shifting market dynamics, that can be shaped to inform and influence reward decisions

Position Requirements:

- 8+ years' experience in recruitment either in an agency or inhouse talent acquisition team.
- Proven experience in sourcing gained in a recruitment agency/ consulting and/or in-house recruitment environment.
- Cross-country, cross-functional collaboration experience and ability to manage partner relationships in a fast-paced environment.
- Ability to demonstrate strong process ownership and accountability.

- Experience of working with a CRM ie Avature.
- Experience of using market intel tools to guide hiring manager decisions
- Curiosity, collaboration, solution-focused thinking
- Deep understanding of India market, job opportunities, functional skills, and the value of the role to the company and to future colleagues
- Previous experience in developing diverse pipelines
- Expertise and understanding of the latest regional hiring trends with a focus on the pharmaceutical industry

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
 Universal Hierarchy Node
 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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Accessibility and accommodation

Novartis is 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 recruitment process, or in order to perform the essential functions of a position, please send an e-mail to diversityandincl.india@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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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