

US Head of Leadership Development - Remote

Job ID

REQ-10056433

Jul 03, 2025

USA

Summary

Job Purpose

As a Talent & Development team, we strive to (1) enhance the strength, depth, diversity and impact of our senior leaders (2) deliver prioritized business improvement work which optimizes the “whole system” of the organization (3) build a highly engaged, purpose-driven organization in which all our associates are inspired and enabled to do their best work.

This role ensures that key leaders (members of the Leadership Forum, People Manager Forum, Priority Program Leaders) are engaged, inspired and mobilized in a cohesive way. This will require ongoing diagnosis, design and delivery, leveraging a blend of skills from the adjacent areas of Leadership Development, Learning and Organization Development – and partnering with senior leaders to identify prioritized business priorities, assess development needs, build the engagement strategy and design/implement solutions that drive manager capability & leadership development across respective business unit.

Preferred location is East Hanover, NJ, however this position can also be based at Cambridge, MA site or remotely anywhere in the U.S. (there may be some restrictions based on legal entity). Please note that this role would not provide relocation as a result. The expectation of working hours and travel (domestic and/or international) will be defined by the hiring manager. This position will require at minimum 5% travel.

About the Role

Major Accountabilities:

Leadership Development Excellence

- Partner with key business leaders and stakeholders to assess and prioritize engagement and development needs that are aligned with the organization’s goals and objectives, focusing on organizational leaders and people managers.
- Ensure clear leadership development objectives, goals, timelines, and target populations; all tied to the strategic needs of the business.
- Synthesize information from various sources or contexts to “connect-the-dots” which will align strategies, groups and/or individuals across the organization.
- Develop and execute a holistic engagement, development plan focused toward our leaders (people managers, leaders of leaders, executives and network leaders).

Partnerships, Innovation, and Continuous Improvement

- Build strong relationships and collaborate with cross-functional teams to ensure alignment and integration

of engagement, and development deliverables.

- Represent unit towards the Enterprise Leadership Development COEs, and vice versa.
- Stay updated on industry trends and best practices to ensure the continuous improvement of deliverables.

Performance and Leadership

- Lead others to ensure delivery of high-quality design, development and delivery of solutions that are aligned with needs analysis.
- Manage vendor relationships and external partnerships to ensure quality and cost-effective delivery of solutions as required.

What you'll bring to the role:

- Bachelor's degree required in Business Administration, Communications, Human Resources, Marketing or a related discipline.
- At minimum 10+ years of HR experience, ideally with CoE experience, in particular Talent Management, Leadership Development and Organization Development.
- Leading others and proven stakeholder management and collaboration track record. Working as a strategic partner with the Senior Leadership as well as HR leaders.
- Fluency in English required, excellent verbal and written communication skills, with strong collaboration and networking skills.
- Strong business acumen, demonstrated experience in implementing development strategies that align with and drive progress towards business priorities. Strong project management and organizational skills, with the ability to manage multiple priorities and deadlines.

The salary for this position is expected to range between \$160,300 and \$297,700 per year.

The final salary offered is determined based on factors like, but not limited to, relevant skills and experience, and upon joining Novartis will be reviewed periodically. Novartis may change the published salary range based on company and market factors.

Your compensation will include a performance-based cash incentive and, depending on the level of the role, eligibility to be considered for annual equity awards.

US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a variety of other benefits. In addition, employees are eligible for a generous time off package including vacation, personal days, holidays and other leaves.

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>

EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

Accessibility & Reasonable Accommodations

The Novartis Group of Companies are 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 application process, or to perform the essential functions of a position, please send an e-mail to us.reasonableaccommodations@novartis.com or call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Division

People & Organization

Business Unit

Universal Hierarchy Node

Location

USA

State

Remote, US

Site

Remote Position (USA)

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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