

P&O Manager, People Partner

Job ID
REQ-10010118

9月 03, 2024

China

摘要

作为值得信赖的顾问,提供国内政策专业知识和知识,在重要时刻支持和教育领导者、经理和员工就所有 P&O 主题进行教育。People Partners支持全国所有部门客户群,实现生命周期事件的交付、员工价值主张、人才招聘、人才管理、学习、绩效管理、员工关系、奖励、薪酬和报告。此外,People Partners通过与业务合作伙伴合作,在国家层面实施P&O变革计划,充当变革的详细设计者和推动者。小国的“人事伙伴”领导作为国内的单一联络点,在人事伙伴相关问题上、国家主题和国家小组成员的协调上保持一致。

通常管理P&O人员合作,其中:
角色支持的直接 FTE对于团队支持的经理 FTE;250+
利益相关者概况QPM 数量;70+

About the Role

Key Responsibilities :

- Accountable for credible P&O People Partnering to leaders, managers, and associates, offering advice and guidance on the moments that matter.
- Activate business ownership and accountability of diversity, equity and inclusion initiatives. Acts as the escalation point for exceptions to P&O standards (regulations and P&O processes), deviations or appeals.
- Analyzes relevant data and metrics to understand and anticipate annual workload trends to ensure the team has capacity to meet business needs. Champions culture and supports implementation of corporate initiatives (e.g., CwR, Evolve, Go Big on Learning)
- Clarify People Partner team priorities linked to purpose and strategy, helping collaborate with other teams, manage across the matrix, remove obstacles and overcome silos. Collaborates with other P&O People Partner Heads in other countries, regions and clusters to maintain a consistent standard globally. Communicate full spectrum of inclusion & Psychological Safety
- Drive buy-in and utilization of data and analytics to identify risk and trends, and to apply these business insights to inform decisions and actions. Drive D&I efforts and align with global or local initiatives / implementation. Drives quality, effectiveness, efficiency and continuous improvement for P&O People Partnering and related processes.
- Embraces customer feedback to understand the customer journey with moments that matter and drives continuous improvement. Implement enhancements and modification as necessary to meet both the business and customer needs. Ensure compliance with local equity / Equal Employment Opportunity (EEO) regulations. First point of escalation for all leaders and managers on their day-to-day P&O topics, providing expert advice, guidance and support. Identify required critical capabilities for the future and establish plans to meet capability gaps at the organization and individual level.
- Lead career and development conversations; understand team aspirations, skills and the capabilities required for success. Lead the delivery of in-country transformations, consult and negotiate with local works council / unions, provide advice and guidance for managers through the local process, oversee associate notice / handover meetings and overall restructuring lifecycle. Leads the People Partner team to ensure successful country transitions and integrations including effective change management and business continuity.
- Provides coaching and counselling to Country P&O Business Partners on local policies and processes.

Essential Requirements:

- Bachelor degree and above, excellent spoken and written English & Chinese
- Preferably 8 years or above HRBP/ HR Generalist in a multi-national company
- Track records of working as a professional and valuable HR partner to coach and counsel leaders and team on various HR issues
- Excellent project management skill
- Good communication, presentation and stakeholder management skill
- Be agile and resilient

Why Novartis: Our purpose is to reimagine medicine to improve and extend people 's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us! Learn more

here: <https://www.novartis.com/about/strategy/people-and-culture>

You ' ll Receive:You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook. <https://www.novartis.com/careers/benefits-rewards>

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.china@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Join our Novartis Network: If this role is not suitable to your experience or career goals but you wish to stay connected to hear more about Novartis and our career opportunities, join the Novartis Network here: <https://talentnetwork.novartis.com/network>. You can follow us via Novartis Group Recruitment WeChat Official Account and Novartis Group WeChat Video Account.

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>

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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>

部门
People & Organization

Business Unit

Innovative Medicines

地点
China

站点
Shanghai (Shanghai)

Company / Legal Entity
CN06 (FCRS = CN006) Beijing Novartis Pharma Co., Ltd

Functional Area
Human Resources

Job Type
Full time

Employment Type
正式

Shift Work
No

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