

## Senior HR Business Partner

Job ID  
REQ-10031631

2月 07, 2025

T ü rkiye

### 摘要

The Senior HR Business Partner in this role champions the P&O (People and Organization) agenda, advising and coaching leadership teams to implement business strategy. They collaborate with People Partner teams on local change delivery and complex P&O cases. The focus is on managing P&O business partnering for the Kurtk ö y Site, with 300+ employees, in Novartis T ü rkiye Operations. Experience in a unionized work environment is necessary.

### About the Role

Internal job title: Sr. P&O Business Partner

Location: Kurtk ö y, Istanbul, Turkey#Hybrid

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

for you.

#### Key Responsibilities:

- **Production Support:** Actively participate in complex P&O projects/initiatives and advise on strategic execution, including team effectiveness, organizational design, talent management, performance, and engagement.
- Enhance leadership capabilities, drive talent agenda, and lead recruitment, performance management, and onboarding processes.
- **Labor Union Management:** Develop and maintain positive relationships with labor unions, ensuring compliance with contractual obligations and conducting regular meetings.
- Lead collective bargaining negotiations, negotiate labor agreements, handle grievances, and ensure compliance with labor laws for fair and harmonious relations between the company and the union.
- **Employee Relations:** Foster positive employee relations through effective communication, conflict resolution, and engagement initiatives, including employee recognition programs.
- Provide guidance, support, and investigate employee complaints to ensure fair treatment and adherence to HR policies and procedures.
- **Compliance and Reporting:** Stay updated on labor laws and regulations to ensure compliance in all HR processes and activities.
- Prepare and submit necessary reports to government agencies, labor unions and stakeholders while maintaining accurate and confidential HR records and documentation.

#### Essential Requirements:

- Bachelor's degree in Human Resources, Business Administration, or related field.
- 5 years of experience as an HR Manager or similar role, with a focus on labor union (ideally Petrol- m)management incl. leading a bargaining collective agreement proces and employee relations.
- In-depth knowledge of labor laws, regulations, and union contracts.
- Strong negotiation, communication, and conflict resolution skills.
- Ability to analyze data and provide recommendations for process improvements.
- Excellent organization and time management skills.
- Familiarity with HR software and systems.
- Excellent command of both written and spoken English, Turkish.

#### 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>

#### Benefits and Rewards:

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>

## Commitment to Diversity & Inclusion:

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

Hiring decisions are only based on the qualification for the position, regardless of gender, ethnicity, religion, sexual orientation, age and disability.

## 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>

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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

T ü rkiye

站点

istanbul Kurtk ö y

Company / Legal Entity

TR01 (FCRS = TR001) Novartis Sa l ı k, G ı da ve Tar ı m Ü r ü nleri San. Ve Tic. A. .

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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