

OD Practice Lead - Organization Design - Remote

Job ID
REQ-10035655

1月 16, 2025

USA

摘要

While the preference is for the position to be located in Cambridge, MA or East Hanover, NJ, this position can be based 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 10-20% travel.

The OD Practice Lead - Organization Design partners with business leaders and P&O colleagues to diagnose and address the most complex organizational challenges within and across Novartis' businesses, enabling Novartis to unlock value, successfully and sustainably drive its transformation, contributing to the mission of reimagining medicine to improve and ex-tend people's lives.

The OD Practice Lead - Organization Design is also a proven subject matter expert and owner of Novartis' IP and methodology, enabling skills building across P&O for this area.

About the Role

Your responsibilities include, but not limited to:

Partners with business leaders and P&O colleagues to diagnose and address the most complex, prioritized organisational challenges within and across Novartis businesses, unlocking disproportionate value. (80% of time spent):

- As a senior consultant, works with senior business leaders and their teams to address organisation challenges and opportunities and creates the organizational capability needed to drive business performance. This includes seeking to make the complex more simple for the business.
- Diagnoses root causes, and leads delivery of top quality organization design, development and change management advice and interventions in line with diagnosis done.
- Regularly leads teams of colleagues on consulting projects from various expertise areas in and beyond P&O.
- As a rounded and senior consultant, leverages deep skill in diagnosis, org and operating model design and change management, as well as team and leader development.

Acts as practice lead and thought leader for organization and operating model design. (20% of time spent):

- Acts as a thought leader, understanding latest developments in the practice area, connects with external peers and experts and uses insights to drive relevant innovation for Novartis.
- Leads the development and implementation of high quality and practical organisation design approaches, methodology and toolkit for use across the company.
- Enables the upskilling across P&O and line managers globally in partnership with Novartis Learning. This includes formal learning, engagement, enabling knowledge sharing, coaching and mentoring community members on active business projects.
- Partners with P&O 's People Technology Data and Insights team (PTDI) and the Practice Lead for Organization Health / SWP to identify tools which can enable design modelling.

What you ' ll bring to the role:

- Bachelor ' s degree required, advanced degree preferred.
- Significant demonstrated OD experience, supported by broader consulting, PO, strategy and/or transformation experience. Strong presence with senior executive engagement and facilitation, strong influencing ability including challenge, through consulting, communication and relationship building skills.
- Proven expertise in OD and change management methodologies and (successful) global project delivery of the most complex nature. Proven analytical and conceptual skills, combined with ability to implement and apractical and pragmatic business focus.
- External consulting and/or business leadership experience would be valuable.
- Fluency in English required, excellent verbal and written communication skills, with strong collaboration and networking skills.

The pay range for this position at commencement of employment is expected to be between \$194,600 to \$361,400 per year; however, while salary ranges are effective from 1/1/25 through 12/31/25, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills, and abilities. The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an “at-will position” and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

Read our handbook to learn about all the ways we 'll help you thrive personally and professionally: [novartis-life-handbook.pdf](https://www.novartis.com/careers/careers-research/notice-all-applicants-us-job-openings)

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

EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers and take pride in maintaining a diverse environment. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, gender, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status. We are committed to building diverse teams, representative of the patients and communities we serve, and we strive to create an inclusive workplace that cultivates bold innovation through collaboration and empowers our people to unleash their full potential.

Accessibility and 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 in order to perform the essential functions of a position, please send an e-mail to tas.nacomms@novartis.com 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.

<https://www.novartis.com/careers/careers-research/notice-all-applicants-us-job-openings>

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 who are focused on building and advancing a culture of inclusion that values and celebrates individual differences, uniqueness, backgrounds and perspectives. 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. We are committed to fostering a diverse and inclusive workplace that reflects the world around us and connects us to the patients, customers and communities we serve.

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.

部门
People & Organization

Business Unit
CTS

地点
USA

状态

Remote, US

站点

Remote Position (USA)

Company / Legal Entity

U061 (FCRS = US002) Novartis Services, Inc.

Alternative Location 1

Cambridge (USA), Massachusetts, USA

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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