

Country Head of People & Organization

Job ID
REQ-10042134

4月 16, 2025

Thailand

摘要

Location: Thailand #LI Hybrid

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

About the Role:

To champion the People and Organization agenda by advising, coaching and influencing leadership teams to help implement the near and longer term business strategy and plans at a Regional / Cluster / Country level. As a strategic business advisor and coach, the Business Partner applies P&O consulting skills with data driven and external market insights to deliver an organizational aligned workforce strategy with talent interventions that span diversity and inclusion; talent management; organization design and effectiveness; culture; transformation and change; and employee experience.

About the Role

- Work closely with country president and leadership team members in the development and implementation of the Business plan, highlighting potential P&O-related business opportunities; translate the CPO Business plans into P&O strategy and operational plans
- Advise business leaders and functional teams on strategic and operational execution, including team effectiveness, change management, organizational design, performance management, talent, retention and engagement.
- Advise on and handle diversity, equity and inclusion at all levels, e.g., gender representation, LGBTI, pay equity; Coach leaders on team priorities and objectives linked to purpose and strategy, helping collaborate with other teams, manage across the matrix, remove obstacles and overcome silos.
- Directly influence the business strategy and translate strategy and functional plans to design and implement people and organizational interventions that support the vision while applying data driven and external insights with P&O metrics.
- Drive the talent agenda in partnership with the business, establishing quality succession planning for critical positions and business value roles, development plans of key talent and talent strategy to build the leadership pipeline.
- Enhance leadership capabilities through coaching and drive client leadership teams to set up a solid governance structure, operating models and culture to enable and fulfil strategic business objectives.
- Establish strategic workforce plans with leaders and develop organization design efficiencies to enable the long-term business strategy.
- Identify required critical capabilities for the future and establish plans to meet capability gaps at the organization and individual level.

Essential Requirements:

- Graduate degree in business or management; MBA and/or scientific degrees preferred
- 10-15 years of experience in P&O related field at leadership or managerial level
- Strong Business Partnering and Business Acumen
- Strong Communication and Interpersonal Skills
- Hands-On Leadership

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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and professionally: <https://www.novartis.com/careers/benefits-rewards>

部门

People & Organization

Business Unit

Universal Hierarchy Node

地点

Thailand

站点

Bangkok

Company / Legal Entity

TH05 (FCRS = TH005) Novartis (Thailand) Limited

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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