

People Partner Team Lead

Job ID
REQ-10043802

4月 16, 2025

India

摘要

The role leads the Central Support Team within the India People Partner team. This team is the business agnostic engine of the India People Partnering team; and operates cross-divisionally to support all Novartis business units & legal entities in India. The team delivers value at scale by championing employee experience; by stewarding positive employee relations and by facilitating P&O priorities through strategic program management. This is a team of integrators who operate beyond defined boundaries and collaborate across departments to solve some of our most complex problems. You will directly manage a team of 3 Program managers, 1 Employee Relations Subject Matter Expert (SME), 1 Operational Excellence SME. and indirectly lead 4 contingent workers)

About the Role

Employee Relations and HR Compliances

- Oversee and govern the ER case management of all local Speak Up matters

- Support P&O leadership in managing executive escalations; employee litigation and other reactive ER situations.
- Advisory to P&O partners and leadership on matters of ER and HR Compliance
- Assure the Country leadership on compliance with all HR compliance requirements (statutory or legal); Oversee the HR Compliance for our entire presence in India
- Partner with and influence linked compliance functions; represent P&O in the Risk Committee
- Drive and lead change management plans in country on transformation and restructuring efforts.
- Manages statutory and internal audits; and the relationship with linked compliance functions within P&O and in ERC, ER, Legal and Finance

Strategic Program management

- Helps define and facilitate country P&O priorities; Play a pivotal role in managing the KPIs for country P&O priorities
- Contribute to planning and operationalizing global priorities in-country in alignment with the P&O Board
- Lends leadership in policy and process harmonization across all entities in India
- Enables data-backed decisioning within P&O
- Acts as a key connector and solving intra and inter department challenges You will provide leadership by ensuring operational efficiency insights are accurately produced and special reports are consolidated. Your role will involve providing direction and support to your team to achieve these goals effectively
- Leadership direction ongoing key country wide projects [Ex: Country Implementation of Workday]

P&O Operational Excellence

- Oversee the delivery of the new employee onboarding & new manager onboarding for the country
- Oversee efficient program management of all lifecycle process like Objective setting, Salary review and Bonus cycle, promotion processes, etc. Strongly interfacing with P&O CoEs
- Oversee the administration of offboarding (employee separation) process for the country
- Provide leadership direction to the team handling administrative tasks within the team

Team Management

- Actively recruits capabilities for future success of the People Partner team and build a strong and motivated team by assuring development and personal growth is in line with talents and expectations.
- Build an inclusive environment for the team to collaborate, develop trust, bring their best selves to work and work in a safe space to speak up.
- Champions culture and supports implementation of corporate initiatives
- Clarify objectives, support re-prioritization, regular check-ins on progress, recognize, reward contributions and address low performers.
- Create and establish an actively engaged community of P&O People Partners that consistently support all stakeholders within a country, across all divisions / units.

Drive Efficiencies & Simplification

- Contribute meaningfully to employee experience while bringing process efficiencies and simplified ways of working for the country by embracing Continuous Improvement and Agile ways of working
- Drive simplification efforts within the scope of Central Support

Required Experience:

- MBA-HR or master ' s degree plus relevant experience
- 12 to 17 years of work experience in a HR environment, preferably in the pharmaceutical industry or GCC
- Minimum 5 years of people management experience
- Experience as HR PMO or HR Chief of Staff in a multinational setup
- Strong stakeholder management, people management, customer influence and influencing skills, capable to build relationships and work independently.
- Recent experience in leading, coaching & mentoring diverse people partner/business partner teams
- Must have strong presentation, communication (both written and verbal), influencing and negotiation skills
- Ability to manage relationships with Senior Leaders on the key deliverables and partner with your P&O peers to deliver a talent agenda.
- Need based travel within India

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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部门
People & Organization

Business Unit
Universal Hierarchy Node

地点
India

站点
Hyderabad (Office)

Company / Legal Entity
IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area
Human Resources

Job Type
Full time

Employment Type
Regular

Shift Work
No

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



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