

## Senior Strategic Sourcer

Job ID  
REQ-10044266

4月 07, 2025

Mexico

### 摘要

Collaborate with Talent Acquisition Business Partners and Hiring Managers to deliver a strong sourcing enablement, support data lead hiring by providing market and competitive intelligence

### About the Role

#LI-Hybrid

CDMX

#### Key Responsibilities:

- Collaborate with Talent Acquisition Business Partners and Hiring Managers to deliver a strong talent pipeline for niche roles
- Build & maintain a strong candidate pipeline to support current and future hiring requirements

with specific focus on niche & business critical skill areas for US & LATAM.

- Guide hiring managers on supply and demand of talent through the use of market intel tools to support data-lead hiring
- Identify, engage and activate passive candidates through Boolean, LinkedIn, specialist channels and innovative search techniques for active and longer-term talent needs.
- Leverage CRM to cultivate and build talent pools for current and future hiring.
- Make data-driven recommendations on targeting talent
- Participate in digital marketing campaigns to demonstrate activity of passive talent.
- Proactively share market and competitive intelligence to inform talent, business, and organizational design decisions
- Be an ambassador for the Novartis mission and purpose, strengthen our employer brand and inspire candidates to join Novartis.
- Ensure data compliance within systems and tools (CRM, Applicant Tracking System, social media, etc.) and adherence to relevant geographic labor and employment laws
- Screening & assessment of talent directly sourced in line with US & LATAM role requirements.
- Adherence to Novartis, People & Organization and Talent Acquisition policies and processes
- Provide real time data driven insights to your Head of TA and functional leaders on shifting market dynamics, that can be shaped to inform and influence reward decisions

#### Position Requirements:

- 5+ years of experience in the role or as Sr recruiter either in an agency or inhouse talent acquisition team.
- Proven experience in sourcing gained in a recruitment agency/ consulting and/or in-house recruitment environment.
- Cross-country, cross-functional collaboration experience and ability to manage partner relationships in a fast-paced environment.
- Ability to demonstrate strong process ownership and accountability.
- Experience of working with a CRM ie Avature.
- Experience of using market intel tools to guide hiring manager decisions
- Curiosity, collaboration, solution-focused thinking
- Deep understanding of US & LATAM market, job opportunities, functional skills, and the value of the role to the company and to future colleagues
- Previous experience in developing diverse pipelines
- Expertise and understanding of the latest regional hiring trends with a focus on the pharmaceutical industry
- Proficient English level

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

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>

部门

People & Organization

Business Unit

Universal Hierarchy Node

地点

Mexico

站点

INSURGENTES

Company / Legal Entity

MX06 (FCRS = MX006) Novartis Farmacéutica S.A. de C.V.

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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