

## Sr Talent Acquisition Business Partner

Job ID  
REQ-10045743

3月 24, 2025

Malaysia

### 摘要

To support the Novartis talent strategy in providing top talent to the client organization with appropriate talent to fill open positions; to provide excellent recruitment operations, products and services for a small client group and to contribute to making the Talent Acquisition function a Center of Excellence.

### About the Role

Major accountabilities:

- Manage end to end recruitment of all requisitions within scope including sourcing, screening, assessing and selection. Execute a consistent talent acquisition strategy for positions opened.
- Develop engaging relationships with hiring managers locally and regionally at all levels, provide coaching and training in the end-to-end hiring funnel to enable co-ownership of the hiring agenda.

- Utilize a data-driven approach to optimize efficiency, informed decision-making and enable more proactive planning of workforce.
- Deliver a strong talent assessment process and rigor across all hiring teams that ultimately deliver the best talent.
- Proactively share market and competitive intelligence to inform talent, business, and organizational design decisions with the Business & P&O colleagues.
- Manage and champion appropriate sourcing, assessment, selection and pre-on boarding strategies
- Partner with Sourcing Specialist to support current hiring requirements with specific focus on niche & business critical skill areas.
- Ensure timely updates to Applicant Tracking System (ATS) when there is an update to candidate status and ensure data compliance within systems and tools (ATS, social media, job boards, etc.) and adherence to relevant labor and employment laws

#### Minimum Requirements:

- 10+ year ' s relevant experience in full life cycle recruitment in agency/ consulting and/or in-house recruitment environment, preference with experience in pharmaceutical industry.
- Exceptional assessment and interviewing skills, with a strong command of assessment and selection methodologies, instruments, and processes
- Ability to manage relationships locally and regionally with Senior Leaders and partner with P&O peers to deliver a talent agenda.
- Expertise and understanding of the latest regional hiring trends with a focus on the pharmaceutical industry and Commercial function.
- Effective and persuasive communicator with excellent presentation, communication (both written and verbal), influencing and negotiation skills.
- Ability to extract and interpret data from internal and external data sources.
- Ability to navigate a complex and ambiguous environment.
- Role is to support hiring for Taiwan, fluency in English and Chinese, both written and spoken is a must.
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#### Languages :

- English.
- Chinese

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

Malaysia

站点

Selangor

Company / Legal Entity

MY01 (FCRS = MY001) Novartis Corporation (Malaysia) Sdn. Bhd. (19710100054)

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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