

Associate Director, Talent Sourcing Business Partner

Job ID
REQ-10046303

4月 23, 2025

United Kingdom

摘要

Location: London, UK - (Hybrid)

As a Talent Sourcing Partner, you will play a crucial role in identifying, attracting, and engaging top talent for our organization. You will collaborate closely with hiring managers and the recruitment team to develop and implement effective sourcing strategies. Your goal is to build a robust pipeline of qualified candidates for critical Research & Development (R&D) positions.

About the Role

Your responsibilities include, but not limited to:

- Candidate Sourcing: Understanding the criteria of the position to pipeline for and utilize various sourcing methods to identify potential candidates.

- **Talent Engagement:** Engage with passive talents through personalized outreach and build relationships to understand their career aspirations and fit for our upcoming roles. At the same time in every interaction to support building brand awareness about Novartis with the external market.
- **Market Research:** Conduct market research to stay updated on industry trends, salary benchmarks, and competitor analysis in order to provide these insights to the business to support talent business decisions.
- **Collaboration:** Work closely with senior leaders to understand their hiring needs and provide insights on candidate availability and market conditions. Advise the business on talent decisions.
- **Reporting:** Provide regular reports on sourcing activities, candidate pipeline, and market insights to the recruitment team and hiring managers.

What you'll bring to the role:

- Relevant degree (e.g., Business, Human Resources), or demonstrated relevant experience.
- Proficiency in English required - spoken & written, other languages is an asset.
- Previous experience in developing diverse talent pipelines, preferably in R&D.
- Expertise understanding the latest regional hiring trends, with a focus on the pharmaceutical industry.
- High stakeholder engagement skills, able to present confidently to senior leaders across the organization
- Proven expertise in talent sourcing, gained from experience gained in an executive search/recruitment agency, consulting, or in-house recruitment environment with a focus in R&D.
- Experience in cross-country and cross-functional collaboration, with the ability to manage partner relationships in a fast-paced environment.
- Demonstrated strong process ownership and accountability.
- Competence in using market intelligence tools to guide hiring manager decisions.
- Curiosity, collaboration, and solution-focused thinking.
- Very good assessment skills of talent.
- Hybrid Working.

Commitment to Diversity & Inclusion:

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

United Kingdom

站点

London (The Westworks)

Company / Legal Entity

GB16 (FCRS = GB016) Novartis Pharmaceuticals UK Ltd.

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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