

## P&O BP US

Job ID  
REQ-10047709

4月 15, 2025

India

### 摘要

In this role, the incumbent will be supporting all the divisions of US commercial in NOCC Hyderabad. The US commercial division is accountable to translate the science and medicines that come out of our R&D engine into meaningful patient outcomes for broad patient populations. Our US organization consists of teams located in-country (i.e., within United States) and extended teams in our NOCC locations at Hyderabad, Mexico, and Dublin. Within NOCCs, Hyderabad has the largest headcount with a current strength of approx. 950 Novartis associates. Given the growth plan for US teams, we expect this number to increase to 1,100 - 1,200 associates over the next 2-3 years. The Hyderabad teams are part of all key US functions - Insights and Data Sciences, Integrated Marketing, Medical Affairs, Customer Engagement, Novartis Patient Services, and General Management/Essential Medicines.

The US teams in Hyderabad are structured as a matrix organization - the roles are functionally aligned, complemented by local managers to enable the key talent themes (i.e., talent management, recruitment, retention, career development) for the teams. As the teams are in the process of being established, there is significant emphasis on enabling and adopting change management, enabling new ways of working and establishing strong governance practices. The US Business Partner will be championing 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 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. In addition, Business Partners liaise with People Partner teams on local change delivery and complex or high-profile P&O cases.

## About the Role

### Major Accountabilities:

- Activate business ownership and accountability of diversity, equity and inclusion initiatives. Actively participate in complex, enterprise P&O projects or initiatives; ensure business representation and alignment.
- 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.
- Act as a leader and collaborate with internal and external partners building P&O thought leadership. Contribute actively to the P&O community and network.
- Develop an organizational design / plan for client groups by utilizing organizational diagnostics. Develop talent and leadership development strategy and plan.
- 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.
- Engages and supports the Country P&O Board(s) and unit ' s country P&O Heads / Business Partners on cross country initiatives. 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.
- Hold the knowledge and outlook for the 3-5-year business plans. 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. Instigate career and development conversations with business leaders, understanding aspirations, skills and the capabilities required.
- Lead the cultural change agenda in partnership with People Partners across all levels of the client groups.
- Provide coaching, feedback, learning opportunities and mentoring to support and enable P&O team members in their development. Utilize consulting skills to influence, coach and provide feedback to leaders at all levels, ensuring our core values are lived every day and empower individual growth.

### Minimum Requirements:

- 12-15 years ' experience, with at least 8+ years partnering mid-size businesses. Generalist exposure across the full array of HR elements. Ability to communicate effectively across levels (N-1 and below); cultural sensitivity and extensive business partnering experience.
- Skilled in working in a complex global matrixed environment.
- Experience in supporting the business in managing change.
- Post Graduate degree in business or management, MBA or equivalent with Human Resources Specialization

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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