

Director - Head People Partner (f/m/d)

Job ID
REQ-10045979

10月 14, 2025

Germany

摘要

Verwaltung und Förderung einer dedizierten Agenda für die P&O-Funktion, in der Regel in einem großen/mittleren Land. Verantwortlich für die Umsetzung der definierten P&O-Programme auf der Grundlage der lokalen Initiativen, die von globalen

About the Role

Key responsibilities:

- Accountable for credible P&O People Partnering to leaders, managers and associates, offering advice and guidance on the moments that matter.
- Collaborates with other P&O People Partner Heads in other countries, regions and clusters to maintain a consistent standard globally.
- Drives quality, effectiveness, efficiency and continuous improvement for P&O People Partnering and related processes.

- Embraces customer feedback to understand the customer journey with moments that matter and drives continuous improvement.
- Lead the delivery of in-country transformations, consult and negotiate with local works council / unions, provide advice and guidance for managers through the local process, oversee associate notice / handover meetings and overall restructuring life cycle.
- Leads the People Partner team to ensure successful country transitions and integrations including effective change management and business continuity.
- Provides coaching and counselling to Country P&O Business Partners on local policies and processes.
- Collaborates closely with the German Works Council on all relevant P&O topics, ensuring compliance with co-determination rights and fostering a partnership
- Acts as a deputy to the Head of P&O Germany, supporting strategic initiatives and representing the function as needed

What you bring to the role:

- University degree in a relevant field (e.g. business, economics, psychology)
- Significant experience in Operations Management and Execution, in a matrix organization
- Strong People Leadership skills with the demonstrated ability in leading large and/or diverse multi-functional teams
- Expertise in Project Management paired with negotiation skills
- Deep labor law and Betriebsverfassungsgesetz knowledge
- Proficiency in English and German (written and spoken)
- Proactive mindset paired with an openness to new technology and methods
- Willingness to travel to Nuremberg regularly

Commitment to Diversity & Inclusion:

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

Hiring decisions are only based on the qualification for the position, regardless of gender, ethnicity, religion, sexual orientation, age and disability.

Adjustments for Applicants with Disabilities:

The law provides for severely disabled / equal applicants the opportunity to involve the local representative body for disabled employees (SBV) in the application process. If you would like to request this, please let us know in advance as a note on your CV.

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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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
Germany

站点
Munich (Non-Sales Force) (Novartis Pharma GmbH)

Company / Legal Entity
DE14 (FCRS = DE014) Novartis Pharma GmbH

Alternative Location 1
Nuremberg (Non-Sales Force) (Novartis Pharma GmbH), Germany

Functional Area
Human Resources

Job Type
Full time

Employment Type
Regulär

Shift Work
No

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