

Head Talent & Development LaCan (Latin America and Canada Region)

Job ID
REQ-10047367

7月 15, 2025

USA

摘要

Location:
East Hanover, New Jersey (Hybrid)
#LI-Hybrid

Job Purpose

The role leads Talent & Development for the LaCan Region to ensure that the Region has the talent, leadership, organization and culture to deliver on the business strategy in close partnership with the Business President of the Region as well as the Head of People & Organization for the Region. This successful candidate will support the business and P&O strategy realization with an integrated Talent & Development plan, embracing an enterprise mindset and closely collaborating with business, and P&O-counterparts.

About the Role

Major Accountabilities:

- Develop and execute an integrated talent strategy fully aligned with Novartis's International T&D strategy and plan, addressing current and future business needs.
- Establish robust talent review and succession planning processes for critical roles, building a strong leadership and talent pipeline for the region and as feeder to International.
- Partner with Talent Scouting to prioritize with them the pipeline gaps, build a robust external talent pipeline for critical roles, proactively addressing and closing future talent gaps.
- Partner with business leaders and P&O stakeholders to design fit-for-purpose organizational structures aligned with strategic priorities, considering International organizational blueprints.
- Provide coaching and development guidance to leadership team to elevate their effectiveness as individual leaders and as a collective team, especially in networked teams.
- Champion leadership development programs that support the growth of senior leaders and high-potential talent in partnership with the central Leadership Development team.
- Act as a steward of the Novartis culture, embedding leadership expectations and behaviors in action into daily practices and processes through activation and storytelling.
- Develop strategies to enhance employee engagement, inclusion, and well-being, ensuring a positive and high-performing work environment as measured in the engagement survey.
- Build strategic partnerships with P&O leadership and business leaders to ensure an aligned, cohesive approach to talent solutions aligned to the International T&D plans.

What you ' ll bring to the role:

- Bachelor ' s degree required in Business Administration, Communications, Human Resources, Marketing or a related discipline.
- At minimum 10+ years of HR experience. CoE experience, in particular Talent Management and Organization Development. Implementing an end-to-end Talent strategy from acquisition, development to succession. Transformation and change management experience, incl. culture change. International track-record in an organization with diverse organizational and social cultures.
- Leading a team and proven stakeholder management and collaboration track record. Working as a strategic partner with the Senior Leadership as well as HR leaders.
- Applying data and analytics in talent management and articulating clear narratives.
- Fluency in English required, excellent verbal and written communication skills, with strong collaboration and networking skills.

The pay range for this position at commencement of employment is expected to be between \$160,300 to \$297,700 per year; however, while salary ranges are effective from 1/1/25 through 12/31/25, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills, and abilities. The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an "at-will

position” and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

Read our handbook to learn about all the ways we’ ll help you thrive personally and professionally: [novartis-life-handbook.pdf](#).

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>

EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

Accessibility & Reasonable Accommodations

The Novartis Group of Companies are committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the application process, or to perform the essential functions of a position, please send an e-mail to us.reasonableaccommodations@novartis.com or call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

部门
People & Organization

Business Unit
Universal Hierarchy Node

地点
USA

状态
New Jersey

站点
East Hanover

Company / Legal Entity
U061 (FCRS = US002) Novartis Services, Inc.

Functional Area
Human Resources

Job Type
Full time

Employment Type
Regular

Shift Work
No

[Apply to Job](#)



Job ID
REQ-10047367

Head Talent & Development LaCan (Latin America and Canada Region)

[Apply to Job](#)

Source URL:

<https://www.novartis.com.cn/careers/career-search/job/details/req-10047367-head-talent-development-lacan-latin-america-and-canada-region>

List of links present in page

1. <https://www.novartis.com/about/strategy/people-and-culture>
2. <https://talentnetwork.novartis.com/network>
3. <https://www.novartis.com/careers/benefits-rewards>
4. <mailto:us.reasonableaccommodations@novartis.com>
5. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/East-Hanover/Head-Talent---Development-LaCan--Latin-America-and-Canada-Region-REQ-10047367-1>
6. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/East-Hanover/Head-Talent---Development-LaCan--Latin-America-and-Canada-Region-REQ-10047367-1>