

Sr Talent & Development Manager, China

Job ID
REQ-10049099

4月 16, 2025

China

摘要

This role oversees Talent & Development initiatives, encompassing talent management, organizational development, workforce planning, leadership development, and change management. It aims to support business and P&O strategy realization through an integrated Talent & Development plan. The incumbent will adopt an enterprise mindset and collaborate closely with business and P&O counterparts in the international business unit in China.

About the Role

Major Accountabilities

Talent Management

- Develop and execute the China talent strategy and active practice of International Talent Principles.

- Establish robust talent review and succession planning processes for critical roles, building a strong leadership and talent pipeline for China.
- Build high-potential pools and implement development interventions to accelerate their growth.
- Partner with TM COE for the "Growth for All" initiative, aiming to drive associates' personal growth through strong development behaviors and impactful actions.
- Partner with Talent Scouting to prioritize pipeline gaps with them, build a robust external talent pipeline for critical roles, proactively addressing and closing future talent gaps.
- Lead Performance management and job progression, continuous rhythm and support our people to be the best with the greatest impact

Organizational Development

- Act as the coach and expert to orchestrate change management, facilitating success through collaboration with the international Organizational Development team.
- Support China workforce planning efforts in a simple, yet effective way, leveraging external trends and insights, and internal analytics to ensure workforce readiness for future demands.
- Create integrated workforce strategies to address immediate and long-term talent needs and contingent workforce planning.
- Enable increased business performance by delivering data driven Organizational health checks, org design, team effectiveness that will deliver the future of work.

Leadership Development and Coaching

- Provide guidance and support to value teams 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 leaders and high-potential talent in partnership with Learning team and the central LD team.
- Leverage assessment tools and frameworks like My Potential, Hogan or 360 feedback to identify and accelerate the development of next-generation leaders.

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部门
People & Organization

Business Unit
Innovative Medicines

地点
China

站点
Shanghai (Shanghai)

Company / Legal Entity
CN06 (FCRS = CN006) Beijing Novartis Pharma Co., Ltd

Functional Area
Human Resources

Job Type
Full time

Employment Type
正式

Shift Work
No

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