

Talent Acquisition Business Partner (Temporary 12 months)

Job ID
REQ-10052238

5月 20, 2025

Mexico

摘要

As Senior Talent Acquisition Business Partner you will play a vital role in hiring the best talent using data driven strategies and helping us build future capabilities.

Your expertise in advising and influencing business partners on best practices throughout the entire recruitment and talent sourcing process will be essential for delivering the Talent Acquisition agenda. You'll embody Novartis Values and act as the Employer Brand ambassador to our employees, candidates, and vendors.

About the Role

#LI-Hybrid

Key Responsibilities:

- Manage the end-to-end recruitment cycle for local and regional level hiring to accelerate our recruitment efforts throughout the whole candidate lifecycle.
- Develop engaging relationships with hiring managers at all levels and provide coaching and training in the end-to-end hiring funnel to enable co-ownership of the hiring agenda.
- Develop a data-driven approach to optimize our efficiency, inform decision-making and enable more proactive planning of our workforce.
- Drive a strong talent assessment process and rigor across all hiring teams that ultimately deliver the best talent.
- Proactively share market and competitive intelligence to inform talent, business, and organizational design decisions with the Business & Human Resources colleagues.
- Manage and drive appropriate sourcing, assessment, selection and pre-on boarding strategies.
- Manage major recruitment campaigns, and confidential and business-critical projects aligned to the TA global strategy.
- Collaborate with Human Resources, Hiring Managers and other COEs to provide best-in-class Hiring Manager and candidate experience throughout the recruitment process.

Essential Requirements :

- 5+ year experience in full-cycle recruitment either in an agency or in-house talent acquisition team with relevant experience in hiring positions in US or LATAM region, preferably within pharma industry
- Advance English level
- Ability to source talent through a number of fulfillment channels including LinkedIn.
- Exceptional assessment and interviewing skills, with a strong command of assessment and selection methodologies, instruments, and processes
- Ability to manage relationships locally and globally with Senior Leaders and partner with Human Resources peers to deliver a talent agenda
- Effective and persuasive communicator with strong presentation, communication (both written and verbal), influencing and negotiation skills
- Strong project management and critical thinking skills with thorough attention to detail, with ability to navigate a complex and ambiguous environment

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>

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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

Mexico

站点

INSURGENTES

Company / Legal Entity

MX06 (FCRS = MX006) Novartis Farmacéutica S.A. de C.V.

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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Accessibility and accommodation

Novartis is committed to work with and provide reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to perform the essential functions of a position, please send an e-mail to tas.mexico@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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