

Talent & Development Partner LACAN

Job ID
REQ-10054009

6月 09, 2025

Mexico

摘要

#LI-Hybrid
Location: Mexico City or East Hanover

The Partner of Talent and Development will partner with regional leadership teams to design and implement solutions in Talent Management, Leadership Development, and Organizational Development (OD) to solve business challenges in the Region and drive the execution of the International (Talent) strategy. This role will design and execute high-quality interventions and solutions to enhance organizational and people capabilities, driving the achievement of business goals and strategic objectives.

About the Role

Key Responsibilities:

- Deliver the People & Organization (P&O) plan for the region in partnership with P&O and the business:

Partner with business leaders and P&O colleagues to diagnose and address complex organizational, talent, and cultural challenges across the business that hamper performance.

Partner with the Regional Leadership Team, P&O Leadership Team, and International T&T Team to build and execute a P&O plan that enables the achievement of Regional business priorities and International P&O priorities.

Deliver integrated talent and transformation (T&T) solutions to build organizational and people capabilities that enable business performance.

Build capability and readiness of line management and P&O organizations in talent management, OD, culture change, and leadership development.

Work integrated and collaboratively with business leaders, their teams, P&O, and other functional partners to address business and organizational challenges.

- Talent and Organizational Development:

Develop and deploy high-quality Talent and OD interventions that substantially enhance organizational and people capabilities.

Drive precision talent management for Business Value Roles (BVRs) and regional critical roles.

Establish and maintain diverse, high-quality internal and external succession plans for BVRs, other critical positions, and strategic talent cohorts.

Drive targeted talent interventions for critical talent cohorts, including Country Heads, Launch leaders, and Medical Heads.

Drive leadership development interventions to support regional leadership capability building in line with business transformation priorities

Effectively embed global Talent Management strategy and tools in local contexts, prioritizing and positioning these based on local needs.

- Organizational Change and Capability Building:

Diagnose root causes and lead delivery of high-quality organization design, development, and change management interventions.

Own in-market POBP capability building plans across expert areas.

- **Market Insights and Best Practices:**

Connect market to enterprise for market insights to feed enterprise product development and deployment, including large-scale pilots.

Scout for best practices available externally in the market.

Leverage data and insights from IMI Talent & Insights to ensure a data-driven approach to interventions and impact.

- **Succession Planning and Talent Pipeline:**

Use assessments and contribute to development planning for key talent to strengthen the talent pipeline equipped with future capabilities and skills that will bring the greatest value to the organization.

- **Cross-Country and Enterprise Initiatives:**

Drive cross-country and above-country priorities in the area of Talent Management, Org Design, and Development as a member of the Region Europe Talent & Transformation team.

Essential Requirements:

- Education: Relevant degree, postgraduate and working qualifications preferred in the relevant business or applied behavioural sciences (e.g. Strategy, Business Administration, Organization Development, Psychology, HRM, MBB, etc).
- Languages: Fluent in English. Fluency in another LACan language is an asset (Spanish, Portuguese, French)
- Experience: Minimum 10 years OD, strategy or transformation consulting experience. Practical and pragmatic business focus. Presence with senior leader engagement and facilitation, strong influencing ability incl challenge, through consulting, communication and relationship building skills. Proven analytical and conceptual skills, combined with ability to implement. Successful track record in application of OD and consulting tools and solutions in solving complex business problems and delivering global projects. Known for strong collaboration and networking. External consulting and/or business leadership experience would be valuable

Mexico:

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

US:

Novartis Compensation Summary:

The salary for this position is expected to range between \$132,300 and \$245,700 USD per year.

The final salary offered is determined based on factors like, but not limited to, relevant skills and experience, and upon joining Novartis will be reviewed periodically. Novartis may change the published salary range based on company and market factors.

Your compensation will include a performance-based cash incentive and, depending on the level of the role, eligibility to be considered for annual equity awards.

US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a variety of other benefits. In addition, employees are eligible for a generous time off package including vacation, personal days, holidays and other leaves.

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>

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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