

## Associate Director, Organisation Development

Job ID  
REQ-10056780

7月 28, 2025

United Kingdom

### 摘要

Join us to shape the future of Novartis through leading Organisation Development projects that address complex enterprise-wide organisational challenges, as part of the Organisation Development (OD) Centre of Excellence (CoE) team.

Partner with business leaders and People & Organisation (P&O) to solve complex organisational challenges and drive impactful enterprise-wide transformation. Use your expertise in Organisation Design, Organisational Health Diagnostics, Change Management and Strategic Workforce Planning to build lasting capabilities and help reimagine medicine.

#Hybrid #Remote  
Location: London, UK; Dublin, Ireland

### About the Role

## Key Responsibilities:

- Contribute to delivery of large-scale business projects driving successful outcomes in the area of Organisational Health Diagnostics, Change Management, Strategic Workforce Planning and/or Organisational Design.
- Provide advice on change management and organisational design activities for various business projects, both independently and as part of a team on larger programmes.
- Carry out research, data collection and conduct analysis to help determine OD needs vs. demands - to inform quality OD interventions.
- Ensure high business impact through quality of delivery, applied consulting skills and stakeholder management, facilitating change in a heavily matrixed and dispersed environment. Often works with senior executives.
- Drive the development of project materials including working session content and designing and delivering appropriate interventions, including facilitation.
- Actively contributes to key initiatives that enable the OD function to grow and develop sustainably, in partnership with OD CoE and Division OD colleagues.
- Support the Global OD strategy implementation with the development of a variety of practices/methods, capability or solution area.
- Actively contributes to the collective capability development of OD as a skills area within P&O by driving a variety of engagement activities across multiple channels.
- Play a key role in the Global OD CoE team development by supporting recruitment efforts, acting as a buddy to team members and contribution to healthy team practices.
- Acquire professional expertise to provide insight and build technical capability as well as develop professional skills and/or leadership capabilities.

## Essential Requirements:

- Bachelor ' s degree in business or applied behavioral sciences e.g. Strategy, Business Administration, Human Resources, Organizational Development, Psychology or a related discipline
- Proficiency in English required - spoken & written, other languages is an asset.
- Demonstrated experience gained in OD focused on organization and/or workforce transformation, operating model/organization health diagnostics and design and change management
- Proven experience in contributing to large scale organisation transformation programmes and projects in a consulting organisation, or in an internal consultant role within a corporate environment
- Proven expertise in OD and successful track record in application of OD and consulting tools and solutions in solving complex business problems and delivering global projects
- Demonstrated experience in leading and working with multi-disciplinary teams across a dispersed & matrixed organization (e.g. strategy, operations, technology, P&O, etc.)
- Experience in managing senior-level relationships including presenting to senior stakeholders or decision makers
- Ability to deal with highly complex environment, reducing complexity into strategy decision recommendations

## Commitment to Diversity & Inclusion:

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>

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

United Kingdom

站点

Home Worker

Company / Legal Entity

GB16 (FCRS = GB016) Novartis Pharmaceuticals UK Ltd.

Alternative Location 1  
Dublin (NOCC), Ireland

Alternative Location 2  
London (The Westworks), United Kingdom

Functional Area  
Human Resources

Job Type  
Full time

Employment Type  
Regular

Shift Work  
No

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