

Director, Organisation Development

Job ID
REQ-10056789

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.

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

About the Role

Key Responsibilities:

- Act as senior expert with a primary focus to diagnose, frame and address complex organisational challenges at the Enterprise level that cut across Novartis businesses.
- Working in an integrated and collaborative way with business leaders, their teams, and P&O colleagues to collectively address business challenges considering Novartis strategy and create the organisational capability needed to drive business performance.
- Lead the design and implementation of high-quality Organisational Health Diagnostics, Change Management, Strategic Workforce Planning and/or Organisation Design solutions
- Design & deliver impactful change management strategies and interventions to support business transformation.
- Actively contribute to the collective capability development of OD as an active member of the OD and P&O community to support business needs now and in the future.
- Lead the development and implementation of high-quality enterprise-wide OD approaches in support of identified business needs in partnership with colleagues in the OD community for use across the company.
- Share knowledge and experience gained from OD interventions & contribute to skills development activities in the OD area
- Provide thought leadership in line with expertise.

Essential Requirements:

- Relevant degree, postgraduate and working qualifications preferred in relevant business or applied behavioural sciences (e.g. Strategy, Business Administration, Organisation Development, Psychology, HR Management, MBA, etc).
- Track record of designing and delivering impactful organization change in complex corporate environments
- Demonstrated experience gained in Organisation Design & Development, supported by broader consulting, P&O or change management experience.
- Significant experience with senior executive engagement and facilitation, strong influencing ability through consulting, communication and relationship building skills.
- Proven analytical and conceptual skills, combined with ability to implement
- Proven expertise in OD and change management methodologies
- Known for strong collaboration and networking with the broader P&O community and other stakeholders
- External consulting and/or business leadership experience would be valuable
- Ability to deal with highly complex environment, reducing complexity into strategy decision recommendations
- Ability to make an impact in ambiguous, complex environments
- Proficiency in English required – spoken & written, other languages is an asset.

Commitment to Diversity & Inclusion:

We are 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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