

Director, Organization Development

Job ID
REQ-10056792

7月 28, 2025

Mexico

摘要

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

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

#Hybrid
Location: Mexico, CDMX

About the Role

Key Responsibilities:

- Act as senior expert with a primary focus to diagnose, frame and address complex organizational 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 consider 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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