

Associate Director, Organization Development

Job ID
REQ-10056796

7月 28, 2025

Mexico

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
Location: M é xico, CDMX

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:

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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