

Director, Organization Development

Job ID
REQ-10056798

7月 28, 2025

India

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: Hyderabad, India

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 organizational 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 contributes to the collective 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.

Essentials Requirement:

- Relevant degree, postgraduate and working qualifications preferred in relevant business or applied behavioral sciences (e.g. Strategy, Business Administration, Organization Development, Psychology, HR Management, MBA, etc).
- Track record of designing and delivering impactful organization change in complex corporate environments
- Demonstrated experience gained in Organization 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 and 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>

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<https://talentnetwork.novartis.com/network>

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部门

People & Organization

Business Unit

Universal Hierarchy Node

地点

India

站点

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

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 working with and providing 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 diversityandincl.india@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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