

Associate Director, Organization Development

Job ID
REQ-10056799

7月 28, 2025

India

摘要

Responsible for driving value to Novartis through managing and delivering OD projects that address complex enterprise-wide organizational challenges, as Driving value to Novartis through managing and delivering OD projects that address complex enterprise-wide organizational challenges, as part of the Organisation Development (OD) Centre of Excellence (CoE) team.

Predominantly project based, using Organisation Development and Change (OD) experience on cross divisional business agenda, supporting the development of OD capability across the company - enabling Novartis to successfully and sustainably drive its transformation, contributing to the mission of reimagining medicine to improve and extend people ' s lives.

#Hybrid

Location: Hyderabad, India

About the Role

Key Responsibilities:

- Contribute to delivery of large-scale business projects driving successful outcomes in the area of Organizational Health Diagnostics, Change Management, Strategic Workforce Planning, Team Effectiveness and/or Organizational Design.
- Provide advice on change management, team effectiveness and organizational 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
- Certifications in Change management, Facilitation /Coaching, Design thinking, Lean Six Sigma or Agile preferred
- 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, change management, performance improvement and team effectiveness
- Proven experience in contributing to large scale organization transformation programme and projects in a consulting organization, 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

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>

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
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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