

## Senior People Partner

Job ID  
REQ-10058260

8月 03, 2025

USA

### 摘要

Location: Cambridge, MA, (Hybrid)  
#LI-Hybrid

This role will be based out of Cambridge, MA. The role will be based on site 3-4 days/week.

#### Job Purpose

The US People and Organization (P&O) team is seeking a new People Partner to support BR, Novartis Biomedical Research organization.

Our People Partners act as a trusted advisors offering in-country policy expertise and knowledge to support and educate leaders, managers and associates on all People and Organization (P&O) topics on the moments that matter. People Partners support divisional customer groups in country enabling the delivery of lifecycle events, the employee value proposition, talent acquisition, talent management, learning, performance management, employee relations, rewards, pay and reporting. In addition, People Partners implement P&O change initiatives at a country level acting as agents of change by working collaboratively with Business Partners and Senior People Partners. We work collaboratively across divisions and adapt our support to meet the evolving needs of the business.

## About the Role

### Major Accountabilities:

- Accountable for credible P&O People Partnering to leaders, managers and associates, offering advice and guidance on the moments that matter.
- Analyzes relevant data and metrics to understand and anticipate annual workload trends to ensure the team has capacity to meet business needs.
- Champions culture and supports implementation of corporate initiatives. Clarify People Partner team priorities linked to purpose and strategy, helping collaborate with other teams, manage across the matrix, remove obstacles and overcome silos. Collaborates with other P&O People Partner Heads in other countries, regions and clusters to maintain a consistent standard globally.
- First point of escalation for all leaders and managers on their day-to-day P&O topics, providing expert advice, guidance and support. Acts as the escalation point for exceptions to P&O standards (regulations and P&O processes), deviations or appeals.
- Drive buy-in and utilization of data and analytics to identify risk and trends, and to apply these business insights to inform decisions and actions. Drives quality, effectiveness, efficiency and continuous improvement for P&O People Partnering and related processes. Embraces customer feedback to understand the customer journey with moments that matter and drives continuous improvement.
- Ensure compliance with local equity / Equal Employment Opportunity (EEO) regulations.
- Leads the People Partner team to ensure successful country transitions and integrations including effective change management and business continuity ; Lead the delivery of in-country transformations, consult and negotiate with local works council / unions, provide advice and guidance for managers through the local process, oversee associate notice / handover meetings and overall restructuring lifecycle.
- Leads alignment and harmonization of local regulations with P&O Board; monitors compliance, risk management and review P&O controls (as part of the NFCM framework) working with People Partner team.
- Provides coaching and counselling to Country P&O Business Partners on local policies and processes. Lead career and development conversations; understand team aspirations, skills and the capabilities required for success. Identify required critical capabilities for the future and establish plans to meet capability gaps at the organization and individual level.

### What you will bring to the role;

- BA Degree in a relevant HR or related discipline.
- At minimum 7+ years' work experience in P&O - with breadth of experience across P&O disciplines. At minimum 3+ years supporting a complex and metrics organization within the US. A good understanding of global organizations will be an advantage.
- Strong Interpersonal skills; Proactive, responsive and ability to work independently with all levels of the organization. Ability to handle multiple conflicting tasks in a fast-paced environment is a must. Stakeholder Management and ability to collaborate across boundaries.
- Coaching and Mentoring; proficient in facilitation, influencing and collaborating across

boundaries. Strong Project management capabilities and people analytics skills, effectiveness with data / metrics / reporting to inform decision making. Employee relations, Risk management and Change management expertise.

- Fluency in English both oral and written communication skills.
- Experience working in a variety of organizations country wide.

The salary for this position is expected to range between \$ 126,000 and \$ 234,000 per year.

The final salary offered is determined based on factors like, but not limited to, relevant skills and experience, and upon joining Novartis will be reviewed periodically. Novartis may change the published salary range based on company and market factors.

Your compensation will include a performance-based cash incentive and, depending on the level of the role, eligibility to be considered for annual equity awards.

US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a variety of other benefits. In addition, employees are eligible for a generous time off package including vacation, personal days, holidays and other leaves.

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>

#### EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

## Accessibility & Reasonable Accommodations

The Novartis Group of Companies are 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 application process, or to perform the essential functions of a position, please send an e-mail to [us.reasonableaccommodations@novartis.com](mailto:us.reasonableaccommodations@novartis.com) or call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

部门

People & Organization

Business Unit

Universal Hierarchy Node

地点

USA

状态

Massachusetts

站点

Cambridge (USA)

Company / Legal Entity

U061 (FCRS = US002) Novartis Services, Inc.

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

[Apply to Job](#)



Job ID  
REQ-10058260

Senior People Partner

[Apply to Job](#)

---

Source URL:  
<https://www.novartis.com.cn/careers/career-search/job/details/req-10058260-senior-people-partner>

List of links present in page

1. <https://www.novartis.com/about/strategy/people-and-culture>
2. <https://talentnetwork.novartis.com/network>
3. <https://www.novartis.com/careers/benefits-rewards>
4. <mailto:us.reasonableaccommodations@novartis.com>
5. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Cambridge-USA/Senior-People-PartnerREQ-10058260>
6. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Cambridge-USA/Senior-People-PartnerREQ-10058260>