

## P&O - M&A Integrations Director

Job ID  
REQ-10059060

7月 29, 2025

Ireland

### 摘要

Location: Dublin, Ireland(Hybrid); Prague, Czech Republic(Hybrid), United Kingdom(Remote)

Hybrid working consists of 12 flexible working days per month onsite.

About the role:

As the HR Mergers & Acquisitions Integration Director, you ' ll play a crucial role in shaping our people strategy during transformative transactions—championing the Novartis values of innovation, integrity, and collaboration. By driving People & Organisation(P&O) due diligence and integration, you ensure that every transition supports our commitment to unleashing the power of our people. You ' ll lead strategic planning and seamless coordination for integrations and divestitures, partner closely with the P&O team on transition roadmaps, and track progress across the deal lifecycle—all as a trusted subject matter expert dedicated to advancing our purpose of reimagining medicine together.

### About the Role

## Key Responsibilities:

- Conduct thorough due diligence to assess the P&O implications of potential transactions and make informed recommendations to Mergers & Acquisitions(M&A) transaction teams and P&O leadership team.
  - For acquisitions, gather and analyze target companies' information, identify insights, and consider potential implications.
  - For divestments, conduct thorough internal P&O due diligence to assess the impact on employees. Prepare deal summary reports, including key findings from due diligence, and summarize employment matters agreements (e.g., Change in Control Clauses, exit rights, severance, etc.).
- Work with the P&O M&A Integration Lead to identify and assess key P&O risks and propose mitigations for the integration plan (e.g., retention strategies, capability gaps).
- Organize key project P&O meetings, maintain deal-specific project plans, and connect with the P&O Community to ensure timely progress updates.
- Support the P&O M&A Integration Lead in designing a roadmap for P&O activities, addressing key risks, reflecting realistic timelines, identifying interdependencies, and required resources.
- Support the implementation of integration plans, collaborating with cross-functional P&O teams (e.g., Rewards, Country People Partners, People Services and Solutions, teams to ensure smooth transitions for acquired company employees. For divestments, coordinate the separation of employees from the parent company.
- Foster cross-functional collaboration and act as the conduit for P&O-related information to relevant functions (e.g., Real Estate Facility Services, Finance Reporting Analysis, Tax, Legal).
- Support the seamless offboarding of employees to buyer companies, manage the transfer of P&O processes and policies, and oversee talent retention and redeployment strategies as required. Coordinate project meetings, retrospectives, lessons learned and identify improvement opportunities in P&O acquisitions and divestitures processes.
- Own accountability for conducting pre-deal and post-deal assessments to reflect on deals and understand the challenges and opportunities that arose for P&O. Create and maintain project templates for use across the deal cycle, ensuring consistency across transactions. Act as Global Process Owner for P&O M&A, maintaining processes, SOPs, playbooks, etc., to enterprise standards.

## Essential Requirements:

- Master 's degree or equivalent, preferably in business or related discipline.
- Many years' work experience in HR with breadth across the HR disciplines.
- A few years' work experience in HR mergers & acquisitions and divestitures with demonstrated experience in transactions.
- Ability to multi-task to drive timely results with excellent attention to detail and follow-through plus knowledge of global employment practices and legislation.
- Demonstrated project management capability with experience running large-scale global projects and building broad internal networks.
- Comfort with ambiguity and motivation to solve complex problems with the ability to prioritize effectively and facilitate action across teams.
- Ability to work in high-pressure environments with tight deadlines and a self-starter attitude and ability to manage people without formal authority.

- Fluency in English.

#### Desirable Requirements:

- Management consulting background is a plus.
- Strong business acumen with the gravitas to take required actions.

#### 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.

#### 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>

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  
Ireland

站点  
Dublin (NOCC)

Company / Legal Entity  
IE02 (FCRS = IE002) Novartis Ireland Ltd

Alternative Location 1  
Home Worker - England/Wales, United Kingdom

Alternative Location 2  
Home Worker - NORTHERN IRELAND, United Kingdom

Alternative Location 3  
Home Worker - SCOTLAND, United Kingdom

Alternative Location 4  
Prague, Czech Republic

Functional Area  
Human Resources

Job Type  
Full time

Employment Type  
Regular

Shift Work  
No

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