

## Senior T&D Manager

Job ID  
REQ-10060638

8月 21, 2025

China

### 摘要

为复杂组织机构即大型收入或跨国公司、全球机构或类似机构管理其人才管理和组织发展TMO D规程,并根据业务目标和战略目标,协助开发能够提高组织机构和人员能力的解决方案。对初级专业人员而言的高级贡献者或管理职责。

### About the Role

#### Talent Management

- Develop and execute the China talent strategy and active practice of International Talent Principles.
- Establish robust talent review and succession planning processes for critical roles, building a strong leadership and talent pipeline for China.
- Build high-potential pools and implement development interventions to accelerate their growth.

- Partner with TM COE for the "Growth for All" initiative, aiming to drive associates' personal growth through strong development behaviors and impactful actions.
- Partner with Talent Scouting to prioritize pipeline gaps with them, build a robust external talent pipeline for critical roles, proactively addressing and closing future talent gaps.
- Lead Performance management and job progression, continuous rhythm and support our people to be the best with the greatest impact

## Organizational Development

- Act as the coach and expert to orchestrate change management, facilitating success through collaboration with the international Organizational Development team.
- Support China workforce planning efforts in a simple, yet effective way, leveraging external trends and insights, and internal analytics to ensure workforce readiness for future demands.
- Create integrated workforce strategies to address immediate and long-term talent needs and contingent workforce planning.
- Enable increased business performance by delivering data driven Organizational health checks, org design, team effectiveness that will deliver the future of work.

## Leadership Development and Coaching

- Provide guidance and support to value teams to elevate their effectiveness as individual leaders and as a collective team, especially in networked teams.
- Champion leadership development programs that support the growth of leaders and high-potential talent in partnership with Learning team and the central LD team.
- Leverage assessment tools and frameworks like My Potential, Hogan or 360 feedback to identify and accelerate the development of next-generation leaders.

## Ideal Background:

Education: Degree in business administration, communications, human resources, marketing

Languages: Chinese and Fluent English

## Experience/Professional requirements:

- 10+ years of HR experience
- CoE experience, in particular Talent Management and Organization Development
- Track-record in an organization with diverse organizational and social cultures
- Proven stakeholder management and collaboration track record
- Experience in and/or collaboration with all HR Centers of Expertise

- Transformation and change management experience
- Leading projects, assessing needs of internal clients, and implementing innovative solutions
- Working as a strategic partner with the Business Leadership as well as HR leaders
- Identifying talent needs as well as developing solid succession plans
- Applying data and analytics in talent management
- Business partner experience in an organization of comparable complexity advantageous
- Experience in the pharmaceutical industry / life science advantageous

#### Personal attributes

- Strong collaboration and influencing skills
- Customer-oriented mindset
- Strategic and analytical thinking
- Creativity and problem-solving attitude
- Cross-cultural sensitivity
- Balances competing priorities without losing momentum behind execution
- Pragmatism grounded in a strong business-orientation
- High degree of intellectual curiosity and rigor

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部门

People & Organization

Business Unit

Innovative Medicines

地点

China

站点

Shanghai (Shanghai)

Company / Legal Entity

CN06 (FCRS = CN006) Beijing Novartis Pharma Co., Ltd

Functional Area

Human Resources

Job Type

Full time

Employment Type

正式

Shift Work

No

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