

Director Systemic Team Coaching, International

Job ID
REQ-10060782

9月 22, 2025

Switzerland

摘要

#LI-Hybrid

Location: Basel, Switzerland

Are you a systemic team coach passionate about unlocking team potential to drive meaningful business impact? Join us in a transformative role where coaching meets enterprise strategy. As a Director of Systemic Team Coaching for International, you ' ll partner with senior leaders and high-performing teams to catalyze growth, accelerate innovation, by embedding coaching as a strategic lever for growth and innovation. Operating in fast-paced, high-stakes environment, you ' ll apply systemic team coaching practices to foster clarity, trust, and execution excellence - empowering teams to own their outcomes and shape the future of healthcare.

About the Role

Key Responsibilities:

Team Coaching Delivery

- Design and deliver multi-session team coaching journeys while integrating internal contexts, methodologies and tools - including preparation, facilitation, and follow-up using systemic team coaching frameworks.
- Facilitate team development around purpose, roles, ways of working, stakeholder engagement and performance objectives.
- Serve as a catalyst for transformation by using self-awareness, presence, and relational intelligence to model and enable shifts in team mindset, behavior, and systemic impact

Team Development & Team Leadership Integration

- Support teams in navigating transitions, such as leadership changes and organizational shifts, by fostering clarity, resilience, and shared ownership within the team of the change process
- Coach team leaders on their role within the system and their role in enabling their team 's effectiveness, helping them prepare for key team moments and foster a healthy team climate
- Enable teams to translate enterprise strategy into focused team objectives and execution plans, fostering ownership and accountability for business results as well as address challenges such as conflict, trust, engagement, and performance

Diagnostics & Insights

- Utilize data to help teams discuss and gather meaningful insights that will support decision making on diagnostics and scoping of work for the teams
- Support the team in the interpretation of team assessments and health diagnostics, to help them identify actionable insights to further guide team development

Business Impact/ Stakeholder & Ecosystem Engagement

- Collaborate with Business sponsors and functional leaders as well as the broader P&O ecosystem to ensure coaching efforts are directly aligned with strategic business priorities, market demands, and performance goals.
- Identify systemic challenges and opportunities, promoting integrated and sustainable approaches to team effectiveness

Professional Practice & Development

- Actively participate in Coach supervision as part of the role and a commitment to ongoing learning and excellence to support our teams as well as establish and actively monitor the boundaries of confidentiality and adhere to the ICF code of ethics
- Demonstrate meaningful engagement with the internal Community of Practice (CoP) to promote building consistency and learning across the Novartis enterprise, bringing external bench-marking and learning where relevant and impactful

Essential Requirements:

- Bachelor ' s or master ' s degree in psychology or another related field
- Expected advanced coaching accreditation (e.g., CPCC, ICF PCC/MCC, ACTC desirable), with a strong commitment to maintaining ongoing professional certification
- Strong commitment to ethical practice, supervision, and ongoing self-development (e.g., certifications in ORSC-Organization & Relationships System Coaching, NTL-National Training Laboratory, NLP-Neuro-Linguistic Programming, Shadow Work, Gestalt, Systemic Team Coaching, Immunity to Change approach etc.), aligned with ICF standards, modeling the principle that the coach is an instrument of transformation
- Deep experience in team coaching, leadership development, and systems thinking, with a demonstrated success in partnering with senior leaders in complex, matrixed environments to support cross-functional collaboration, while influencing organizational culture
- Knowledge of behavioral science and neuroscience-informed coaching.
- Proven track record in high-change, high-uncertainty environments, delivering meaningful results in “team-of-teams” and multi-level organizational contexts.
- History of delivering team coaching results in a myriad of delivery methods: face-to-face, virtual and hybrid environments paired with the ability to understand the contextual awareness of the business, without being embedded in the team or aligned to its delivery or performance.
- Proficiency in English (written and spoken)

Commitment to Diversity & Inclusion:

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

Accessibility and accommodation:

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to inclusion.switzerland@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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

Switzerland

站点

Basel (City)

Company / Legal Entity

C028 (FCRS = CH028) Novartis Pharma AG

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

[Apply to Job](#)

Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the patients and communities we serve.



Job ID
REQ-10060782

Director Systemic Team Coaching, International

[Apply to Job](#)

Source URL:

<https://www.novartis.com.cn/careers/career-search/job/details/req-10060782-director-systemic-team->

coaching-international

List of links present in page

1. <mailto:inclusion.switzerland@novartis.com>
2. <https://www.novartis.com/about/strategy/people-and-culture>
3. <https://talentnetwork.novartis.com/network>
4. <https://www.novartis.com/careers/benefits-rewards>
5. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Basel-City/Director-Systemic-Team-Coaching--InternationalREQ-10060782-1>
6. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Basel-City/Director-Systemic-Team-Coaching--InternationalREQ-10060782-1>