

People & Organisation, People Partner

Job ID
REQ-10062922

9月 28, 2025

Australia

摘要

Join Novartis in a key hybrid role that blends strategic business partnership with hands-on people partnership. As a trusted P&O advisor, you 'll apply in-country policy expertise to guide leaders, managers, and associates through the moments that matter—while driving P&O initiatives that shape our culture, capability, and performance.

In this high-impact position, you 'll typically support and engage a broad stakeholder community of 70+ operational people managers, translating data-driven insights into inclusive, business-ready outcomes. This is a contract position starting ASAP through February 2027. You 'll report to the Country Head P&O and join a collaborative team united by a strong purpose to serve patients - and we make sure to enjoy the journey together.

About the Role

- Serve as a trusted P&O advisor, coaching leaders, managers, and associates across the full

employee lifecycle.

- Deliver core people processes end-to-end, management, learning, performance, employee relations, rewards, pay, and reporting.
- Lead country-level P&O change initiatives acting as a detailed designer and agent of change.
- Champion DEI and psychological safety, advising on representation and pay equity, and embedding inclusive practices; design impactful onboarding.
- Coach managers on role evaluations aligned to local governance and support culture initiatives such as Evolve and hybrid working.
- Use data and analytics to spot risks and trends, turning insights into clear actions; drive continuous improvement based on customer feedback.
- Ensure compliance with EEO and local regulations; lead transformations with works councils/unions and oversee restructuring and organisational changes.

What you ' ll bring:

- Proven experience with functional breadth across P&O and partnering models.
- Strong project management, operations management, and execution capabilities.
- Experience representing the organisation with senior stakeholders and external bodies.
- Ability to collaborate across complex, matrixed environments.

Bring your expertise to a place where your work accelerates innovation and improves lives. At Novartis, you ' ll shape the moments that matter—for our people and for patients—while growing your impact in a truly inclusive, data-informed, and purpose-driven organisation.

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
Australia

站点
New South Wales (NSW)

Company / Legal Entity
AU04 (FCRS = AU004) AU Pharma Pty Ltd

Functional Area
Human Resources

Job Type
Full time

Employment Type
Temporary (Fixed Term)

Shift Work
No

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



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