

Director, Talent Management

Job ID
REQ-10065683

11月 12, 2025

USA

摘要

Location: East Hanover, New Jersey (Hybrid)
#LI-Hybrid

Job Purpose

-To lead the Talent Management & Organization Development (TMOD) discipline in a medium sized regional organization, an organization with very large revenues, or globally for a narrower discipline, to ensure that the organization has high-caliber talent across all roles and functions.

About the Role

Major accountabilities:

- Develop a cohesive TMOD strategy that is in line with overall business strategy and drive, with P&O Business Partners, its implementation across assigned region / division / business

areas.

- Provide TMOD solutions and consulting expertise to respective P&O Leadership teams on developing strategies, leadership, culture, structures and employee motivation, on managing change and on M&A integration.
- Provide counsel and strategic recommendations on the TMOD organization and tools and processes within the organization.
- Diagnose organizational issues, deliver actions plans, and drive Talent Management initiatives based on OTR analysis.
- Develop and implement plans to strengthen succession.
- Lead the efficient implementation of TMOD processes and programs across the region / organization (e.g. organizational change projects, Culture development, employee survey, Talking Talent sessions and OTR) and ensure achievement of talent pipeline targets (selection, retention, development and exportation).
- Lead the implementation of TMOD programs aimed at developing top talents and sustaining a high-level of employee retention within the organization.
- Build capability and readiness of the line management and P&O organization in change management skills, experience and expertise.
- Manage the correct and timely implementation of TMOD policies and procedures.
- Oversee the management and development of large TMOD teams -Lead or initiate various TMOD Projects.

What you will bring to the role;

- Bachelor ' s degree required in Human resources, Business Administration, or related field. Master's degree preferred.
- At minimum of 8+ years of experience in talent management or a related field, preferably in a senior role in a large, complex organization preferably in the pharmaceutical or healthcare industry.
- Proven track record of successfully developing and implementing talent management strategies and initiatives strongly aligned with business priorities.
- Previous experience working with senior leaders to drive talent management initiatives in a fast paced, dynamic environment. Excellent stakeholder management and influencing skills.
- Strong understanding / working knowledge of trends in talent management / future of work. Fluency in English required with excellent written and verbal communication skills.

Preferred:

- Experience in leading change management initiatives
- Proficiency in data analytics and using data to inform decisions
- Experience with AI

The salary for this position is expected to range between \$160,300 and \$297,700 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>

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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 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
Corporate & Division Services

地点
USA

状态
New Jersey

站点
East Hanover

Company / Legal Entity
U061 (FCRS = US002) Novartis Services, Inc.

Functional Area
Human Resources

Job Type
Full time

Employment Type
Regular

Shift Work
No

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