

People & Organization Head, KSA

Job ID
REQ-10068286

12月 09, 2025

Saudi Arabia

摘要

Join our exceptional team in KSA as you take on a pivotal role shaping our People & Organization agenda. Sitting at the heart of our leadership team, you will act as a trusted strategic partner to senior leadership, you will guide the development and implementation of HR policies and frameworks that fully align with KSA labor legislation and the evolving requirements of the healthcare sector.

In this role, you will influence critical people decisions across the business – from talent acquisition for key scientific and commercial roles, to succession planning, workforce readiness, and capability building for future product launches. You will shape and execute a comprehensive talent and leadership development strategy that strengthens our field force, medical teams, regulatory experts, and commercial functions.

Drawing on your expertise in local labor laws, organizational design, and people operations, you will ensure compliant, fair, and progressive HR practices that support employee experience and drive organizational effectiveness. You will also advise on major hiring decisions, national talent development, and Saudization priorities, ensuring we build a high-performing and sustainable workforce. This is an exceptional opportunity to influence the people and contribute to improving patient outcomes across the Kingdom.

About the Role

Major accountabilities:

- Advise business and functional leaders on strategic execution including organizational design, performance management, team effectiveness, change management, talent, retention, and engagement.
- Coach leaders to align priorities with purpose and strategy, strengthen cross-functional collaboration, and remove barriers across the matrix.
- Act as a P&O thought leader, partnering with internal and external stakeholders to drive a high-impact people agenda.
- Develop organizational designs and plans using diagnostics to optimize structures and workforce effectiveness.
- Build and implement talent and leadership development strategies to develop future-ready capabilities.
- Translate business strategy into targeted people and organizational interventions using data, insights, and P&O metrics.
- Lead the talent agenda, ensuring succession planning for critical roles, developing key talent, and building a strong leadership pipeline.
- Establish long-term strategic workforce plans and identify capability gaps with clear development actions at the organizational and individual level.
- Drive cultural transformation, mentoring and coaching P&O team members, and promoting values-based leadership across all levels.
- Champion the Novartis Culture Transformation with measurable interventions evidenced in Our Voice scores.

Minimum Requirements:

- A minimum of 10 years' experience in a Strategic Talent Consultant or Business Partner role within Human Resources function.
- A degree in HR, Business Administration, or relevant disciplines.
- Strong People Management and Coaching skills.
- Proven experience working in an agile, multi-national environment, and dealing with multiple stakeholders.
- Strong knowledge of Saudi Arabia local legislations and labor law.
- Strong Arabic and English language speaker.

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>

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

Human Resources

地点

Saudi Arabia

站点

Riyadh

Company / Legal Entity

SA01 (FCRS = SA001) Novartis Saudi Arabia Ltd

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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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