

Recruitment Solutions Global Head Recruitment Marketing & Employer Brand

Job ID
REQ-10068602

1月 07, 2026

Ireland

摘要

Job Title: Global Head of Recruitment Marketing & Employer Brand

#LI-Hybrid

Primary Location: Dublin, Ireland

Other Locations: Prague, Czech Republic; United Kingdom

Relocation Support: This role can be based in Dublin, Ireland Prague, Czech Republic or the United Kingdom. Novartis is unable to offer relocation support: please only apply if these locations are accessible for you.

Join us in shaping the future of talent at Novartis. As Global Head of Recruitment Marketing & Employer Brand, you will lead strategic initiatives that define how we attract and engage exceptional talent worldwide. This role is your opportunity to craft a powerful employer value proposition, drive innovative marketing campaigns, and create experiences that inspire candidates to choose Novartis.

You 'll collaborate across global teams, influence senior stakeholders, and ensure our brand resonates with diverse audiences - making a real impact on the way we build our workforce for tomorrow.

About the Role

Key Responsibilities

- Lead, inspire, and proactively develop a high-performing global team to deliver on ambitious recruitment marketing and branding goals.
- In close partnership with the Global Recruitment Solutions and the Corporate Communication functions, lead global recruitment marketing strategies and employer branding to strengthen Novartis ' talent positioning, attracting best talents to build a workforce with different backgrounds, experiences and perspectives that understand the needs of all the patients and communities we serve and foster an inclusive work environment.
- Drive innovative and forward-thinking campaigns that actively enhance candidate engagement and deliver exceptional experiences across every touchpoint, ensuring all candidates feel valued and inspired to join Novartis.
- Collaborate closely with the Recruitment Solutions (RS) Leadership team and cross-functional partners to ensure branding initiatives proactively support business priorities. Implement targeted, forward-looking talent attraction strategies that build strong, diverse pipelines, anticipating future workforce needs and adapting to the evolving global talent landscape.
- Develop and refine the Employer Value Proposition (EVP) for consistent global application and local relevance, enhancing our messaging to resonate with diverse talent pools and reflect our commitment to being a thriving community where talented people can truly belong. Steer ongoing user experience improvements to secure positive candidate perceptions and strengthen our employer brand reputation as an employer of choice.
- Oversee benchmarking and market intelligence to continuously optimize recruitment marketing performance and ROI, ensuring that our efforts remain competitive and responsive to the needs of all candidate populations.
- Ensure seamless and proactive integration of digital marketing, social media, and data-driven insights into all talent strategies, maximizing our reach and impact among underrepresented groups and top performers alike.

Essential Requirements

- Proven expertise in employer branding and recruitment marketing at a global scale to deliver ROI.
- Strong capability in digital marketing and candidate experience design.
- Demonstrated ability to manage senior stakeholders and influence across diverse functions.
- Solid knowledge of recruiting channels and social media activation strategies.
- Experience applying data-driven talent intelligence and market mapping to recruitment initiatives.
- Collaborative mindset with excellent communication and brand storytelling skills.
- Demonstrated leadership skills with ability to inspire and guide global teams

Benefits and Rewards

Czech Republic

Monthly pension contribution matching your individual contribution up to 3% of your gross monthly base salary; Risk Life Insurance (full cost covered by Novartis); 5-week holiday per year; (1 week above the Labour Law requirement); 4 paid sick days within one calendar year in case of absence due to sickness without a medical sickness report; Cafeteria employee benefit program - choice of benefits from Benefit Plus Cafeteria in the amount of 17,500 CZK per year; Meal vouchers in amount of 105 CZK for each working day (full tax covered by company); Company car / Car Allowance; Multisport Card, Employee Share Purchase Plan. Find out more about Novartis Business Services: <https://www.novartis.cz/>

Commitment to Diversity and 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

Czech Republic

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 di.cz@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>

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
Ireland

站点
Dublin (NOCC)

Company / Legal Entity
IE02 (FCRS = IE002) Novartis Ireland Ltd

Alternative Location 1
London (The Westworks), United Kingdom

Alternative Location 2
Prague, Czech Republic

Functional Area
Human Resources

Job Type
Full time

Employment Type
Regular

Shift Work
No

```
function adjustKalturaPlayer() { var deviceWidth = window.innerWidth ||
document.documentElement.clientWidth || document.body.clientWidth; var mediaElement =
document.getElementById("kalturaplayer6960776963b48049482635"); var mediaContainer =
mediaElement.closest('.nc-kaltura-media'); var originalWidth = "1200px"; var originalHeight = "674px";
```

```

var originalWidthValue = parseFloat(originalWidth); var originalHeightValue =
parseFloat(originalHeight); var mediaType = "video"; var isResponsive = false; // Get computed styles
of the container element. var parentStyles = window.getComputedStyle(mediaContainer); var
finalWidth = parseFloat(parentStyles.width); if (finalWidth > 0) { var config = { targetId:
"kalturaplayer6960776963b48049482635", provider: { widgetId: "10m7rm1pm", partnerId:
"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false,
allowMutedAutoPlay: false, loop: false }, sources: { options: {}, startTime: 0 }, plugins: { download: {
disable: true }, "playkit-js-transcript":{ position: "right", // Default: bottom;( ' left ', ' right', ' top ', 'bottom ' ) to
enable transcript. expandMode: "over", // Default: alongside;( ' alongside', ' hidden ', 'over ' )
expandOnFirstPlay: false, showTime: true, downloadDisabled: false, printDisabled: false, disable:
true } }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu: false },
components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets: ['Playback',
'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
KalturaPlayer.ui.components.Remove } ] } }; config.plugins.preventSeek = { preventSeekForward:
false, preventSeek: false }; config.plugins.floating = { disable: true }; config.plugins.navigation = {
position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; config.plugins['playkit-
js-hotspots'] = { disable: true }; config.plugins['playkit-js-moderation'] = { disable: true };
config.plugins['playkit-js-info'] = { disable: true }; config.plugins.share = { disable: true };
config.ui.uiComponents = []; config.plugins.googleTagManager = {};
config.plugins.googleTagManager.customEventsTracking = {};
config.plugins.googleTagManager.containerId = 'GTM-57RJQ5';
config.plugins.googleTagManager.customEventsTracking.custom = [];
config.plugins.googleTagManager.customEventsTracking = { preset: { coreEvents: true, UIEvents:
false, playlistEvents: false, castEvents: false } };

```

```

try { var kalturaPlayer = KalturaPlayer.setup(config); // Add the player to the global array. if (typeof
kalturaPlayerVideos !== 'undefined') { kalturaPlayerVideos.push(kalturaPlayer); } else { var
kalturaPlayerVideos = []; kalturaPlayerVideos.push(kalturaPlayer); } // Load the Player for other
media. kalturaPlayer.loadMedia({entryId: "1_dgfvmafo"}); setTimeout(() => {
setupAutoPause(kalturaPlayerVideos); }, 500); function setupAutoPause(players) {
players.forEach((currentPlayer) => { currentPlayer.addEventListener('play', () => {
players.forEach((otherPlayer) => { if (otherPlayer !== currentPlayer && typeof otherPlayer.pause ===
'function') { otherPlayer.pause(); } })); }); }); } catch (e) { console.error(e.message) }

```



VIDEO

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List of links present in page

1. <https://www.novartis.cz/>
2. <mailto:di.cz@novartis.com>
3. <https://www.novartis.com/about/strategy/people-and-culture>
4. <https://www.novartis.com/careers/benefits-rewards>
5. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Dublin-NOCC/Recruitment-Solutions-Global-Head-Recruitment-Marketing---Employer-BrandREQ-10068602-1>
6. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Dublin-NOCC/Recruitment-Solutions-Global-Head-Recruitment-Marketing---Employer-BrandREQ-10068602-1>