

## Recruitment Experience Partner (REP) Lead Region Europe

Job ID  
REQ-10069704

3月 11, 2026

Czech Republic

### 摘要

At Novartis, we are reimagining medicine to improve and extend people's lives – and this starts with attracting the best talent. As the Recruitment Experience Partner (REP) Lead Region Europe, you will lead, empower, and develop a high-performing Recruitment Experience Partner (REP) team to deliver exceptional hiring outcomes for high volume roles across the Europe region.

You will shape how we attract talent at scale, drive consistent excellence in recruitment processes, and partner closely with Recruitment Business Partners (RBPs) Team to anticipate business needs and solve future workforce challenges.

This is a role for a collaborative talent leader who thrives in a fast-paced environment and is motivated by impact, innovation, and continuous improvement.

Relocation Support: This role is based in Prague, Czech Republic. Novartis is unable to offer relocation support, please only apply if accessible.

## About the Role

### What You Will Do

#### Lead & Develop the REP Team

- Inspire, coach, and enable the regional REP team to deliver high-quality, high-volume recruiting outcomes.
- Plan capacity, allocate workload, and prioritize requisitions effectively.
- Champion a culture of curiosity, collaboration, and excellence aligned with the Novartis Leadership Expectations.

#### Drive Operational Excellence

- Embed standardized processes, tools, and performance metrics across the region.
- Ensure strong adoption of digital tools, including automation and AI-driven enhancements.
- Monitor and improve performance through key metrics such as time-to-offer, quality of hire, and candidate satisfaction.

#### Partner for Impact

- Collaborate closely with RBPs to tailor recruitment strategies to Business Units (BU)-specific needs and local market realities.
- Facilitate seamless partnership with Recruitment Solutions Excellence (RSE) teams to drive continuous improvement.
- Share insights on hiring trends and market intelligence to guide strategic workforce decisions.

#### Ensure Outstanding recruiting delivery through your REP team

- Act as a candidate touchpoint for high-volume roles (levels 5 and below), including screening and offer management where needed.
- Support RBPs with senior role recruitment (level 6 and above) through CV screening and proactive sourcing.
- Achieve regional hiring targets while anticipating risks and activating mitigation plans proactively.

#### Experience requirements

- 8+ years' experience in recruitment either in an agency or inhouse talent acquisition team
- A minimum of 3+ years' recent experience in managing sizable team across the region or globally

#### How you will measure success

- REP team engagement and development
- Volume hiring outcomes (# of hires, time-to-offer, offer acceptance rates)
- Candidate experience metrics
- Consistent adoption of standardized tools and processes
- Healthy talent pipelines and successful first-year retention
- High-quality collaboration with RBPs and cross-functional teams

## Diversity & Inclusion Statement

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, gender, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

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: Learn about all the ways we'll help you thrive personally and professionally. [Read our handbook \(PDF 30 MB\)](#)

部门

People & Organization

Business Unit

Human Resources

地点

Czech Republic

站点

Prague

Company / Legal Entity  
CZ02 (FCRS = CZ002) Novartis s.r.o.

Functional Area  
Human Resources

Job Type  
Full time

Employment Type  
Regular

Shift Work  
No

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document.documentElement.clientWidth || document.body.clientWidth; var mediaElement =
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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 },
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'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
KalturaPlayer.ui.components.Remove } ] } }; config.plugins.preventSeek = { preventSeekForward:
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config.ui.uiComponents = []; config.plugins.googleTagManager = {};
config.plugins.googleTagManager.customEventsTracking = {};
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false, playlistEvents: false, castEvents: false } } };
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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**

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 [di.cz@novartis.com](mailto: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.

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3. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Prague/REP-Lead-Region-EuropeREQ-10069704-2>
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