

People Partner

Job ID
REQ-10070438

2月 02, 2026

Italy

摘要

As People Partner you will act as a trusted advisor offering in-country policy, company regulations and legal obligations expertise and knowledge to support and educate leaders, managers and associates on all People & Organization (P&O) topics on the moments that matter.

As People Partner you will support all divisional customer groups in country enabling the delivery of lifecycle events, the employee value proposition, talent acquisition, talent management, learning, performance management, employee relations, rewards, pay and reporting.

In addition, you will implement P&O change initiatives at a country level acting as detailed designers and agents of change by working with Business Partners.

As an expert, you will autonomously manage your perimeter, anticipates the impact of new actions or HR policies, advises Centers of Expertise on deployments, serves as a subject-matter reference for the team, and is able to manage complex projects.

About the Role

Key Responsibilities:

- Provide expertise, recommendations, and support to leaders and managers regarding their daily HR challenges.
- Partnering and coaching managers and associates on People related Processes and moments that matter.
- Empower managers in the development and management of their teams.
- Support and coach leaders, manager and associates on all P&O topics including promoting self-sufficiency in people processes.
- Ensure the execution of internal restructurings, information/consultation processes, advising and guiding managers on local procedures and employee communication.
- Lead the execution of local implementation of large-scale organizational and day-to-day organizational structure changes, in line with country regulations / policies.
- Promote Diversity & Inclusion initiatives by aligning with local and global efforts, advising and empowering leaders and managers, and ensuring compliance with local equal opportunity regulations.
- Ensure compliance with Novartis rules and local regulations within your perimeter
- Lead or actively participate in complex HR projects/initiatives within the company.
- Collaborate with other People Partners to build strong relationships within the HR community, understand needs and challenges, and contribute to continuous improvement of HR actions.
- Contribute actively to the efficiency, effectiveness, and continuous improvement of People Partner activities and associated processes.
- Drive buy-in and utilization of data and analytics to identify risk and trends, and to apply these business insights to inform decisions and actions.
- Participating in Novartis employee value proposition actions (external and internal events

Essential Requirements:

- University degree in Economics, Law or Political Science with a specialization in Human Resources or Employment Law.
- Minimum 4-5 years of experience in the pharmaceutical industry or in Human Resources: within a laboratory, administration, consulting firm, or professional organization
- Strong knowledge of Labor Laws & Regulations, HR practices
- Customer orientation
- Proven Project management skills
- Strong analytic approach and knowledge of statistics fundamentals
- Strong results orientation, with a service mindset and organizational impact awareness
- Proficiency in Italian and English (written and spoken)

Desirable Requirements:

- Experience managing diverse functions in a complex, large, or operational organization.
- Project management, organizational representation, and extended collaboration skills.

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

Italy

站点

Torre Annunziata

Company / Legal Entity

IT08 (FCRS = IT008) Novartis Farma S.p.A.

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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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.

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