

Global Talent Acquisition Business Partner - Mexico, US, LACAN

Job ID
REQ-10072482

3月 20, 2026

Mexico

摘要

Internal job title: Recruitment Business Partner, Finance & Flex
Location: Mexico City, Mexico

This role is based in Mexico City, Mexico. Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

#LI-Hybrid

As a Global Recruitment Business Partner for Global Finance—and broader Global Functions when needed—you will be at the forefront of shaping how Novartis attracts and builds the talent that drives its enterprise and digital ambition. You'll lead hiring for Finance and other key functions, delivering future ready, insight led talent solutions that fuel business growth, transformation, and long term success.

In this role, you're not just filling roles—you're a strategic partner and trusted advisor to business leaders and People & Organization. You'll influence critical workforce strategies, elevate how talent is identified and assessed, and champion an innovative, data driven hiring approach aligned to the

Novartis vision.

This is a role for someone who wants to make a real impact at scale—bringing strategic thinking, strong functional expertise, and operational excellence to shape the future of how Novartis hires and competes for world class talent.

About the Role

Key Responsibilities:

- Act as a strategic hiring advisor to senior leaders, shaping targeted talent hiring strategies aligned to business priorities, capability roadmaps, and workforce plans.
- Convert market intelligence, talent trends, and workforce data into clear, actionable recruiting strategies and recommendations.
- Lead rigorous, structured candidate assessment for critical and senior roles, ensuring consistent, high quality and future ready hiring decisions.
- Direct and enable recruiting delivery teams to achieve timely, high quality outcomes across diverse hiring volumes and complexity levels.
- Ensure full adherence to global hiring processes, compliance requirements, and recruiting systems throughout the end to end Talent hiring lifecycle.
- Build trusted, consultative partnerships with stakeholders through transparent communication, insight led guidance, and strong expectation management.
- Capture lessons learned and share best practices to continuously strengthen our talent hiring capability across Recruitment Solutions.

Essential Requirements:

- Extensive recruitment experience (8+ years) within agency and/or in house talent acquisition environments, with exposure to complex or specialist hiring.
- Proven credibility advising senior leaders, demonstrating sound judgement, strong commercial acumen, and the ability to influence at leadership level.
- Demonstrated success designing and delivering targeted hiring strategies for critical roles, informed by business needs and external talent market insights.
- Strong expertise in structured, evidence based candidate assessment for senior and business critical positions.
- Solid knowledge of recruiting systems, tools, and governance frameworks, ensuring consistent compliance with global standards.
- Highly effective communicator, able to translate hiring insights into clear, compelling narratives that drive decision making and outcomes.
- Fluent in English both verbal and written.

Desirable Requirements:

- Experience hiring Tech or Finance roles.

Company Culture

At Novartis, you 'll join a community that believes curiosity accelerates progress and people thrive when they feel empowered to make an impact. We foster a culture built on collaboration, integrity, and a deep commitment to improving patients ' lives. You 'll work alongside colleagues who challenge conventional thinking, share knowledge generously, and support one another to grow. We celebrate diverse perspectives, encourage bold ideas, and create an environment where everyone can contribute meaningfully to a purpose that matters.

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

Novartis is committed to work with and provide reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to perform the essential functions of a position, please send an e-mail to tas.mexico@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Novartis tiene el compromiso de trabajar y proporcionar adaptaciones razonables para personas con discapacidad. Si, debido a una condici ó n m é dica o discapacidad, necesita una adaptaci ó n razonable para cualquier parte del proceso de contrataci ó n, o para desempe ñ ar las funciones esenciales de un puesto, env í e un correo electr ó nico a tas.mexico@novartis.com y perm í tanos conocer la naturaleza de su solicitud y su informaci ó n de contacto. Incluya el n ú mero de posici ó n en su mensaje.

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
Mexico

站点
INSURGENTES

Company / Legal Entity
MX06 (FCRS = MX006) Novartis Farmac é utica S.A. de C.V.

Functional Area
Human Resources

Job Type
Full time

Employment Type
Regular

Shift Work
No

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function adjustKalturaPlayer() { var deviceWidth = window.innerWidth ||
document.documentElement.clientWidth || document.body.clientWidth; var mediaElement =
document.getElementById("kalturaplayer69be352e59018036014939"); 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 < 1000) { var config = { targetId:
"kalturaplayer69be352e59018036014939", 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 ' )
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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 } };
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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

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business-partner-mexico-us-lacan

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1. <https://www.novartis.com/about/strategy/people-and-culture>
2. <https://www.novartis.com/sites/novartis.com/files/novartis-life-handbook.pdf>
3. <mailto:tas.mexico@novartis.com>
4. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/INSURGENTES/Global-Talent-Acquisition-Business-Partner---Mexico--US--LACANREQ-10072482>
5. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/INSURGENTES/Global-Talent-Acquisition-Business-Partner---Mexico--US--LACANREQ-10072482>