

People & Organization People Partner (HR)

Job ID
REQ-10072557

3月 02, 2026

Brazil

摘要

As a People Partner, you will provide in-country policy expertise and P&O generalist knowledge and skills to support and train leaders, managers, and associates on all P&O topics. People Partners partner with all divisions enabling the delivery of lifecycle events, employee value proposition, talent management, performance management, employee relations, rewards, and reporting. In addition, People Partners implement P&O change initiatives at a country-level acting as change agents by working closely alongside P&O Business Partners and managers.

#LI-Hybrid

Location: S ã o Paulo, Brazil

About the Role

Key responsibilities:

- Partner and coach managers and associates on people processes and moments that matter for employee.
- Drive People & Organization initiatives aligned to the overall people strategy, including DE&I, governance of role evaluations, and embedding corporate culture initiatives within assigned business (e.g., hybrid working, Performance Management Cycle).
- Use data and analytics to identify risks, trends and inform business decisions.
- Enhance quality, efficiency and continuous improvement across people partnering processes.
- Leverage stakeholder feedback to improve key employee experiences.
- Understand and implement process enhancements to meet evolving business and employee needs in a complex eco system.
- Ensure compliance with local employment norms and regulations; act as first point of escalation for day to day People & Organization matters.
- Lead country-level transformations, consultations with works councils/unions, and restructuring activities for the assigned business groups.
- Execute organizational changes in line with local policies and governance.
- Manage internal mobility and movement processes.
- Promote knowledge-sharing and idea exchange across the People & Organization network.
- Provide credible guidance to leaders and associates on the People topics
- Collaborate with Business Partners and COEs for driving business specific interventions as needed
- Build strong relationships across the People & Organization community to support continuous improvement.
- Lead inclusion, psychological safety, and onboarding design for the respective business
- Key Performance Indicators (KPIs): Effective use of data and analytics to provide business insights and drive decisions. Demonstrate simplification and optimization of people partnering processes. Compliance with global standards, risk thresholds and audit requirements. Successful delivery of P&O initiatives within agreed scope, timelines, cost and quality. Effective oversight of FTE, operational costs, budgeting and SLA compliance.

Essential Requirements:

- Bachelor ' s degree required
- 4-8 years of HR experience, including 4+ years in an HR Business Partner role.
- Broad functional experience across core people processes.
- Ability to connect the dots, think strategically, and drive people initiatives in a complex environment.
- Experience leading large and/or diverse, cross functional teams.
- Strong project and operational management skills.
- Proven ability to represent the organization and collaborate across boundaries.
- Strong communication skills in English; Portuguese is a plus.

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.

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
Brazil

站点
Santo Amaro

Company / Legal Entity
BR03 (FCRS = BR003) NOVARTIS BIOCENCIAS S.A

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("kalturaplayer69a5bcdd95d71576881607"); 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  var config = { targetId:
"kalturaplayer69a5bcdd95d71576881607", 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 } };

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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: "1dgvmafo"}); 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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