

Head Talent Management US

Job ID
REQ-10075328

5月 15, 2026

USA

摘要

We're a team of dedicated and passionate people united by a drive to achieve together. You will shape and deliver the talent and development strategy for US Commercial, partnering with P&O (People & Organization) Business Partners and business leaders to translate enterprise talent priorities into local action. Provide data and market-informed talent diagnostics, leverage technology and predictive analytics to strengthen workforce planning, and ensure high-quality talent data for decision-making. You will enable critical roles and succession outcomes through OTR facilitation, high-potential and priority-group development, early careers and capability mapping, and cross-functional mobility programs—coordinating end-to-end interventions across Recruitment Solutions, Operational Development, LDCE, and Rewards to build diverse pipelines and a future-ready, continuous-development culture.

About the Role

The ideal location for this role is East Hanover site but remote work may be possible (there may be

some restrictions based on legal entity). Please note that this role would not provide relocation as a result. If associate is remote, all home office expenses and any travel/lodging to specific East Hanover site for periodic live meetings will be at the employee's expense. The expectation of working hours and travel (domestic and/or international) will be defined by the hiring manager.

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Key Responsibilities:

- Strategic talent partnership: Advise leaders and P&O Business Partners; translate enterprise talent strategy into country priorities informed by business needs and external market dynamics.
- Succession and talent reviews: Support Critical Role identification; lead succession planning for roles in scope with diverse, high-quality internal and external pipelines; facilitate OTR sessions and ensure clear outcomes and action follow-through.
- Future-ready talent (cohorts, capabilities, priority groups): Drive assessment and development planning for successors and HiPos; deliver local talent strategies for priority groups; support strategic cohort execution and critical capability mapping and interventions (hire, develop, retain), including Early Careers where applicable.
- Mobility and talent brokering: Enable cross-unit and cross-functional development and movement by running local talent brokering forums and rotation opportunities; lead Future Me activities and local talent forums as needed.
- Data and insights: Maintain high-quality Workday talent data; leverage analytics tools to provide talent diagnostics, improve decisions, and support workforce planning.
- Integrated P&O delivery: Coordinate with TA, OD, LD and CE, Rewards, and P&O Business Partners to sequence and deliver holistic talent solutions and high-impact projects.
- Culture and capability building: Act as a Talent Ambassador, coaching leaders on succession excellence and future-ready practices; reinforce a continuous development and enterprise mindset.

Essential Criteria:

- Bachelor's degree in a business discipline
- Extensive P&O (HR) experience in Talent Management and Scouting or in an adjacent discipline with genuine commitment to broaden skillset within Talent & Transformation work
- Strategic collaborator with P&O and business leaders at executive levels.
- Comfort working in partnership with C-Suite leaders to drive business outcomes. Driven by

achieving outcomes rather than by running processes

- Deep experience establishing and delivering internal talent mobility interventions grounded in and guided by the business strategy
- Builder and creator mindset.
- Fluent in English

Desirable Criteria:

- Commercial AI or Technology background
- Pharma or Tech industry experience

Benefits & Rewards

The salary for this position is expected to range between \$194,600.00 and \$361,400 per year. The final salary offered is determined based on factors like, but not limited to, relevant skills and experience, and upon joining Novartis will be reviewed periodically. Novartis may change the published salary range based on company and market factors. Your compensation will include a performance-based cash incentive and, depending on the level of the role, eligibility to be considered for annual equity awards. US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a variety of other benefits. In addition, employees are eligible for a generous time off package including vacation, personal days, holidays and other leaves.

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>

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>

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>

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

EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

Accessibility & Reasonable Accommodations

The Novartis Group of Companies are committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the application process, or to perform the essential functions of a position, please send an e-mail to us.reasonableaccommodations@novartis.com or call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

部门

People & Organization

Business Unit

Human Resources

地点

USA

状态

New Jersey

站点

East Hanover

Company / Legal Entity
U061 (FCRS = US002) Novartis Services, Inc.

Functional Area
Human Resources

Job Type
Full time

Employment Type
Regular

Shift Work
No

```
var config = { targetId: "kalturaplayer6a07096913885143565456", provider: { widgetId:
"10m7rm1pm", partnerId: "2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause:
false, allowMutedAutoPlay: false, loop: false }, sources: { options: {}, startTime: 0 }, plugins: {},
sources: { options: {}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true,
showSpeedMenu: false }, css : "/modules/custom/arcticnckalturaaddon/css/kalturavideo.css",
components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets: ['Playback',
'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
KalturaPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
(KalturaPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if
(KalturaPlayer.plugins["transcript"]) { config.plugins["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 }; } if (KalturaPlayer.plugins["preventSeek"]) {
config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; }
config.plugins.floating = { disable: true }; if (KalturaPlayer.plugins["navigation"]) {
config.plugins.navigation = { position: "right", expandMode: "over", expandOnFirstPlay: false, visible:
false }; } if (KalturaPlayer.plugins["hotspots"]) { config.plugins['playkit-js-hotspots'] = { disable: true }; }
if (KalturaPlayer.plugins["moderation"]) { config.plugins['playkit-js-moderation'] = { disable: true }; } if
(KalturaPlayer.plugins["info"]) { config.plugins['playkit-js-info'] = { disable: true }; } if
(KalturaPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents =
[]; if (KalturaPlayer.plugins["googleAnalytics"]) { 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"}); } catch (e) { console.error(e.message) }
```

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