

HR Head - Manufacturing

Job ID
REQ-10081012

7月 13, 2026

Belgium

Available in: English

摘要

#LI-Hybrid

Internal job title: P&O Lead Manufacturing

Location: Puurs, Belgium

In this role, you will be at the heart of our manufacturing site partnering with site leadership to shape people strategy in one of the organization's largest and most advanced manufacturing sites. As HR Head Manufacturing, you will drive the strategic and tactical people agenda aligned with manufacturing business priorities and projects, while partnering closely with unions and works councils to lead change and build trust and credibility across the plant. This is a highly autonomous, senior role where you will influence decisions, coach leaders, and deliver solutions in a dynamic, fast-evolving environment.

About the Role

Key Responsibilities

- Lead the People & Organization (P&O) agenda, driving both strategic and tactical agenda aligned with manufacturing business priorities and projects.
- Navigate complex labor relations, union negotiations and work council partnerships.
- Partner with the Site Head and Site Leadership Team of a highly regulated manufacturing site.
- Drive and lead large-scale transformation and change initiatives within a modern, evolving manufacturing environment.
- Shape and implement people strategies to support site performance, ensuring alignment with business goals and ongoing transformation.
- Coach and support People Partner colleagues and collaborate closely with Country and Global P&O leaders to ensure consistency and strategic alignment.
- Build credibility across the organization by understanding manufacturing operations and actively engaging with site realities.
- Lead key HR projects and initiatives, leveraging innovation and tools (including AI) to drive HR excellence.
- Act as a proactive problem solver, bringing solutions and making informed decisions in a fast-paced, non-structured environment.

Essential Requirements

- Proven HR leadership experience in a manufacturing, production, or plant-based environment is a must.
- Strong employee and industrial relations expertise, including unions and works councils.
- Track record of leading large-scale organizational transformation and change initiatives.
- Strong business acumen with the ability to understand and translate manufacturing operations into people strategies.
- Fluency in Dutch/Flemish and English
- Senior stakeholder management skills, with confidence to engage and influence leadership at all levels.
- Experience coaching leaders and enabling high-performing, resilient teams in complex environments.
- Strong decision-making mindset with a solution-oriented approach; able to balance listening with decisive action.
- High level of independence, ownership, and resilience; comfortable working in an “unbossed” environment with minimal oversight.

Desirable Requirements

- Open-minded, values-driven, and able to thrive in a dynamic environment requiring flexibility beyond a standard 9-5 schedule.
- Excellent communication and presentation skills, particularly in complex and sensitive labor relations topics.

Benefits & Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

Expected Annual Base Salary Range for role: 100 700,00 EUR - 186 900,00 EUR

The base salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our brochure to learn more about our global total rewards offering:

<https://www.novartis.com/sites/novartiscom/files/novartis-life-handbook.pdf>

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

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 \(PDF 30 MB\)](#)

Primary location salary range
€ 100,700.00 - € 186,900.00

部门
People & Organization

Business Unit
Human Resources

地点
Belgium

站点
Puurs

Company / Legal Entity
BE13 (FCRS = BE013) Novartis Manufacturing NV

Functional Area
Human Resources

Job Type
Full time

Employment Type
Regular

Shift Work
No

```
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false }, sources: { options: {}, startTime: 0 }, disableUserCache: "true", plugins: {}, sources: { options:
{}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu:
false }, components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets:
['Playback', 'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
kPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
(kPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if
(kPlayer.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 (kPlayer.plugins["preventSeek"]) {
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config.plugins.floating = { disable: true }; if (kPlayer.plugins["navigation"]) { config.plugins.navigation =
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(kPlayer.plugins["hotspots"]) { config.plugins["playkit-js-hotspots"] = { disable: true }; } if
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(kPlayer.plugins["info"]) { config.plugins["playkit-js-info"] = { disable: true }; } if
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config.plugins.googleTagManager.containerId = 'GTM-57RJQ5';
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false, playlistEvents: false, castEvents: false } }; }
```

```
// Ensure the global player registry array always exists, regardless of embed type.
window.kalturaPlayerVideos = window.kalturaPlayerVideos || []; try { var thumbEmbedPromise =
thumbnailEmbed({config, mediaInfo: {entryId: "1dgfvmafo"}}); // thumbnailEmbed() returns a
Promise that resolves with the player instance // when the user clicks the thumbnail. Use .then() to
capture the player directly. thumbEmbedPromise .then(function(player) {
window.kalturaPlayerVideos.push(player); // Notify kaltura_data_layer.js that a new player is ready so
```

it can // attach custom event listeners immediately, regardless of when // the user clicked the thumbnail relative to page load. document.dispatchEvent(new CustomEvent('kalturaPlayerReady', { detail: { player: player } })); }) .catch(function(error) { console.error(error); }); } catch (e) { console.error(e.message) }

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