

## HR Lead - Manufacturing

Job ID  
REQ-10081012

6月 25, 2026

Belgium

### 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 Lead Manufacturing, you 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.
- Manage employee relations at the site, building strong, trust-based relationships with unions and works councils.
- Act as a strategic P&O Lead to the Site Head and leadership team, providing guidance on business complexity, team dynamics, and workforce decisions.
- 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 experience in employee relations within a manufacturing environment, including strong exposure to unions and works councils.
- Demonstrated ability to lead complex change and transformation initiatives in large-scale organizations.
- 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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(kPlayer.plugins["googleAnalytics"]) { config.plugins.googleTagManager = {};
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config.plugins.googleTagManager.containerId = 'GTM-57RJQ5';
config.plugins.googleTagManager.customEventsTracking.custom = [];
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false, playlistEvents: false, castEvents: false } }; }
```

```
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window.kalturaPlayerVideos = window.kalturaPlayerVideos || []; try { var kalturaPlayer =
kPlayer.setup(config); // Add the player to the global array.
window.kalturaPlayerVideos.push(kalturaPlayer); // Load the Player for other media.
kalturaPlayer.loadMedia({entryId: "1_dgfvmafo"}); } catch (e) { console.error(e.message) }
```

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