

P&O People Partner Associate

Job ID
REQ-10081222

6月 16, 2026

Colombia

摘要

#LI-Hybrid

Primary Location: Bogot á , Colombia

Relocation Support: This role is based in Bogot á , Colombia. Novartis is unable to offer relocation support: please only apply if accessible.

Kickstart your career in People and Organization by shaping meaningful employee experiences that truly make a difference. As a People Partner Associate at Novartis, you will play a key role in supporting leaders and associates through every stage of the employee lifecycle. From driving culture and inclusion initiatives to enabling seamless people processes, you will contribute to building an environment where individuals feel valued, empowered, and inspired to grow. Join a collaborative and purpose-driven team where you will learn, develop, and make a real

impact from day one.

About the Role

Key Responsibilities

- Support leaders and associates on employee lifecycle processes and key moments that matter.
- Partner with managers to deliver effective performance, engagement, and people experience initiatives.
- Assist in implementing People and Organization programs aligned with business and country priorities.
- Promote diversity, equity, inclusion, and psychological safety across teams.
- Leverage data and analytics to identify trends and support informed decision-making.
- Support organizational changes and ensure compliance with local regulations and policies.
- Drive continuous improvement of people processes to enhance efficiency and employee experience.

Essential Requirements

- Bachelor ' s degree in Human Resources, business administration, or a related field.
- Relevant experience in Human Resources, people operations, or administrative support roles.
- Foundational knowledge of employee lifecycle processes and human resources practices.
- Strong collaboration skills with ability to work effectively across teams and functions.
- Ability to analyze data and translate insights into actionable recommendations.
- Strong communication and organizational skills in a fast-paced environment.

Desirable Requirements

- Experience supporting human resources initiatives or projects in a corporate environment.
- Exposure to organizational change or employee engagement programs.

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

Colombia

站点

Bogota (Pharmaceuticals / GDD / NTO / CTS)

Company / Legal Entity

CO01 (FCRS = CO001) Novartis de Colombia S.A

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

```
var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6a33a2f723626057421358", provider: { widgetId: "10m7rm1pm", partnerId:
```

```
"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false, muted: false, loop:
false }, sources: { options: {}, startTime: 0 }, disableUserCache: "true", plugins: {}, sources: { options:
{}}, 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"]) {
config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; }
config.plugins.floating = { disable: true }; if (kPlayer.plugins["navigation"]) { config.plugins.navigation =
{ position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; } if
(kPlayer.plugins["hotspots"]) { config.plugins["playkit-js-hotspots"] = { disable: true }; } if
(kPlayer.plugins["moderation"]) { config.plugins["playkit-js-moderation"] = { disable: true }; } if
(kPlayer.plugins["info"]) { config.plugins["playkit-js-info"] = { disable: true }; } if
(kPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents = []; if
(kPlayer.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 } }; }
```

```
// Ensure the global player registry array always exists, regardless of embed type.
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: "1d_gfvmafo"}); } catch (e) { console.error(e.message) }
```

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3. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Bogota-Pharmaceuticals--GDD--NTO--CTS/P-O-People-Partner-AssociateREQ-10081222-1>
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