

## People Partner

Job ID  
REQ-10081225

6月 17, 2026

Colombia

### 摘要

#LI-Hybrid

Primary Location: Bogotá , Colombia

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

Reimagine what 's possible and help bring life-changing medicines to patients who need them most. At Novartis, our purpose is to improve and extend people ' s lives—and every role contributes to that mission.

As a People Partner at Novartis, you will act as a trusted advisor to leaders and associates, shaping

meaningful employee experiences across the full lifecycle. From enabling talent growth to driving inclusion and transformation, you will play a key role in bringing our purpose to life—fostering an environment where people thrive, innovation flourishes, and every voice matters. Join a collaborative and inclusive culture where your insights influence real change and your impact is felt every day.

## About the Role

### Key Responsibilities

- Act as a trusted advisor to leaders and associates on all people-related matters and lifecycle events
- Partner with managers to drive performance, engagement, and employee experience initiatives
- Lead execution of People and Organization programs aligned with business and country strategy
- Champion diversity, equity, inclusion, and psychological safety across teams
- Use data and analytics to identify trends, inform decisions, and mitigate organizational risks
- Support organizational changes, including restructures, in compliance with local regulations
- Drive continuous improvement of People Partner processes, enhancing efficiency and employee experience

### Essential Requirements

- Bachelor ' s degree in Human Resources, business administration, or a related field
- Relevant experience in Human Resources, people partnering, or organizational consulting environments
- Strong knowledge of employee lifecycle processes, including performance management and employee relations
- Proven ability to influence stakeholders and build effective relationships across matrix organizations
- Experience using data and analytics to drive insights and support decision-making
- Strong communication, coaching, and problem-solving skills in complex and dynamic environments

### Desirable Requirements

- Experience supporting organizational transformations or change management initiatives
- Familiarity with labor relations, unions, or works council environments

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:
"kalturaplayer6a339163d042f820905778", 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:
{}, 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"]) {
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: "1_dgfvmafo"}); } catch (e) { console.error(e.message) }

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