

Director, Talent Scouting International

Job ID
REQ-10082077

6月 25, 2026

Ireland

摘要

#LI-Hybrid

Primary Location: Dublin

Other Locations: UK

Relocation Support: This role can be based in the UK or Ireland. Novartis is unable to offer relocation support: please only apply if accessible.

What if your next role helped shape the future leadership of one of the world's leading medicines companies? As Director, Talent Scouting International, you will play a pivotal role in identifying, engaging, and building relationships with exceptional executive talent who can drive Novartis' future success. Partnering closely with the HR Leadership team, senior business leaders and talent stakeholders, you will build and nurture talent pipelines for some of our most strategic leadership roles within the international business, bringing external market intelligence, fresh perspectives, and world-class talent into the organization. This is a unique opportunity to influence succession planning, strengthen leadership capabilities, and make a lasting impact on patients worldwide through the leaders you attract and inspire.

About the Role

Key Responsibilities

- Build and maintain pipelines of exceptional external leaders for critical International leadership roles.
- Develop trusted relationships with senior executive talent and deliver a highly personalized candidate experience.
- Partner with business leaders to identify future leadership needs and address strategic talent gaps.
- Leverage external market insights to strengthen succession planning and inform leadership talent strategies.
- Benchmark leadership talent across industries to future-proof Novartis' executive talent pipeline.
- Drive innovative scouting approaches using data, insights, and market intelligence to identify hidden talent.
- Collaborate across Talent & Development, Talent Management, and Recruitment Solutions to ensure seamless execution.

Essential Requirements

- Proven extensive experience in executive talent acquisition, talent management, or executive search.
- Proven success identifying and engaging c suite leadership talent within global organizations ideally in a commercial environment
- Strong relationship-building skills with the ability to influence senior stakeholders and executives.
- Experience in executive talent scouting building external pipelines and proactively addressing future talent gaps
- Ability to navigate complex matrix environments and drive outcomes without formal authority.
- Fluent English with exceptional verbal and written communication skills.

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: €93,660 to €173,940

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.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Long-term equity awards granted at group level may also be part of your package. Further details will be provided 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
€ 93,660.00 - € 173,940.00

部门
People & Organization

Business Unit
Corporate & Division Services

地点
Ireland

站点
Dublin (NOCC)

Company / Legal Entity
IE02 (FCRS = IE002) Novartis Ireland Ltd

Functional Area
Human Resources

Job Type
Full time

Employment Type
Regular

Shift Work
No

```

var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6a3f6cf37ff04041497264", 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 =
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(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: "1dgfvmafo"}); } catch (e) { console.error(e.message) }

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