

Human Resources - Business Partner

Job ID
REQ-10082152

7月 14, 2026

Canada

Available in: English

摘要

#LI-Hybrid
Internal job title: People Partner
Location: Toronto, Ontario

This role is based in City, Canada. Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

This job posting is for an existing position.

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, and with labor relations, unions, or works council environments.
- Bilingual: English and French.

Rewards

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

Expected Remuneration Range for role:

- CAD 107,525 - 149,270

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.

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](https://www.novartis.com/sites/novartiscom/files/novartis-life-handbook.pdf) 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. A full overview of your compensation package applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

At Novartis Canada, we are determined to be a valued partner and advocate, with a deep understanding of patient needs along the entire care journey - from drug development, to diagnosis, to access and beyond. Part of the way we are doing this is by leveraging data, technology, and partnerships.

Research & Development: we focus on four core therapeutic areas: Cardiovascular, Renal & Metabolic, Immunology, Neuroscience and Oncology. We also develop and deliver treatments through other promoted and established brands, which today are helping millions of patients. Over the last three years, our average annual research and development investment in Canada was over \$30 million, and we conduct clinical trial research in every region throughout Canada.

Commitment to Diversity and Inclusion: Novartis is committed to building outstanding, inclusive work environment and diverse team ' s representatives 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 \(PDF 30 MB\)](#)

部门

People & Organization

Business Unit

Human Resources

地点

Canada

站点

Toronto

Company / Legal Entity

CA04 (FCRS = CA004) NOVARTIS PHARMA CANADA INC.

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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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_adatalayer.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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