

Head of Skills (f/m/d)

Job ID
REQ-10082956

7月 07, 2026

Germany

Available in: English

摘要

#LI-Hybrid
Munich, Germany; Dublin, Ireland or London, UK (see separate postings)

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

What if you could redefine how a global organization understands talent? As Head of Skills, you will shape the future of how skills power careers, learning, and workforce transformation at Novartis. This is a rare opportunity to lead an enterprise-wide skills agenda—bringing together strategy, data, and emerging technologies to build a more agile, inclusive, and future-ready workforce. Working at the intersection of talent, learning, and innovation, you will influence senior leaders and turn cutting-edge market insights into scalable, human-centered solutions that truly impact how people grow and thrive.

About the Role

Key Responsibilities

- Define and lead the enterprise skills strategy, aligning governance, priorities, and operating model across Novartis
- Continuously scan external markets for skills trends, innovations, and regulatory developments shaping talent practices
- Influence senior stakeholders to embed skills-based approaches across talent, learning, and workforce decisions
- Establish and evolve enterprise standards for skills taxonomy, proficiency, assessment, and language
- Partner with Reward and Organization Development to shape job architecture and career frameworks
- Embed skills across the full talent lifecycle, including acquisition, learning, performance, and mobility
- Translate skills insights into actionable recommendations for workforce planning and capability development
- Shape enterprise use cases for Workday Skills Cloud and related skills-driven digital experiences
- Collaborate with technology teams to ensure responsible, ethical, and scalable skills solutions
- Lead responsible artificial intelligence practices, ensuring fairness, transparency, and inclusive skills design

Essential Requirements

- Extensive experience in talent management, organizational development, learning, or workforce transformation at global scale
- Deep expertise in skills-based talent practices, including taxonomies, job architecture, and career frameworks
- Strong understanding of human resources technology, including skills intelligence platforms and data-driven solutions
- Proven ability to influence senior stakeholders and drive enterprise-wide change across complex organizations
- Experience translating market trends and workforce data into strategic talent and capability decisions
- Demonstrated commitment to ethical, inclusive, and responsible use of artificial intelligence in talent practices

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: 108.200 - 162.400 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.

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.

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
€ 108,200.00 - € 162,400.00

部门
People & Organization

Business Unit
Human Resources

地点
Germany

站点
Munich (Novartis Business Services GmbH)

Company / Legal Entity
DE61 (FCRS = DE061) Novartis Business Services GmbH

Functional Area
Human Resources

Job Type
Full time

Employment Type
Regular

Shift Work
No

```
var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6a4d03deb3e40139408141", 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 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_data_layer.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) }
```

Novartis is committed to building an outstanding, inclusive work environment and diverse team's representative of the patients and communities we serve. Hiring decisions are only based on the qualification for the position, regardless of gender, ethnicity, religion, sexual orientation, age and disability. The law provides for severely disabled / equal applicants the opportunity to involve the local representative body for disabled employees (SBV) in the application process. If you would like to request this, please let us know in advance as a note on your CV.

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