

Journey Head, Hire & Move (Vice President)

Job ID
REQ-10089212

十月 09, 2026

Switzerland

摘要

The Global Journey Head, Hire & Move is a senior leader within the People & Organization Products & Experience (HR) organization, with strategic responsibility for the Hire & Move product grouping and the end-to-end employee and manager journeys it enables. The role leads the Product Owners accountable for Talent Attraction, Talent Acquisition, Onboarding, Internal Mobility, Global Mobility, Executive Scouting and External Workforce, ensuring journey coherence, portfolio health, disciplined investment and value realization. The portfolio is focused on attracting and hiring the right talent, integrating new joiners quickly, and enabling movement of employees and external talent across opportunities and locations.

About the Role

#Hybrid

This role can be based in East Hanover (US), London or Basel.

Please apply only once to the appropriate location.

Key Responsibilities:

- **Product Grouping Scope.** Accountable for the Hire & Move product grouping, comprising: Talent Attraction; Talent Acquisition; Onboarding; Internal Mobility; Global Mobility; Executive Scouting; External Workforce. The role ensures these products operate as a coherent portfolio and collectively deliver the intended journey outcomes.
- **Leadership Team Contribution.** Key and active member of the People Experience Leadership Team, together defining and driving the Novartis People Experience ambition, strategy and enterprise priorities.
- **Journey Strategy, Vision & Coherence.** Own the multi-year ambition for the journeys enabled by the product grouping and translate company strategy, workforce priorities and Expertise Hub direction into coherent journey outcomes. Align Product Owners and partners around the best end-to-end result while preserving Product Owner accountability for individual product strategy, roadmap and lifecycle.
- **End User Insight & Business Outcome Definition.** Maintain a deep, current and structured understanding of user needs across the portfolio. Sponsor human-centered discovery, use listening and external benchmarks, and define measurable business outcomes that govern portfolio choices.
- **Technology Portfolio Plan & Simplification.** Work in partnership with the strategy & innovations team to define and drive the automation, AI and agentification strategy across the journey portfolio. Ensure the optimal balance between digital self-service, intelligent agents, automation and human interaction to improve experience, efficiency, compliance and business outcomes while maintaining appropriate governance and oversight. Define the business outcomes, priorities and value expectations that guide the product grouping technology roadmap with PTDI and DDIT. Identify fragmentation, duplication, technical debt, integration gaps and data constraints and prioritize simplification.
- **Expertise Hub Partnership & Strategic Priority Translation.** Act as the primary portfolio relationship owner with relevant Expertise Hubs. Translate functional strategy, policy and standards into coherent portfolio choices and enable Product Owners to evolve products within agreed guardrails.
- **Product Portfolio Strategy, Governance & Lifecycle.** Lead the portfolio of Product Owners and own portfolio strategy, composition and health. Establish common product cadences, align roadmaps, arbitrate priorities and recommend investment, acceleration, simplification, consolidation, replacement or retirement.
- **Journey, Portfolio KPI & Financial Value Stewardship.** Own the KPI and value-realization framework, portfolio cost and investment view, and cross-product indicators. Make or recommend capacity and financial trade-offs so resources are directed toward the greatest benefit and strategic alignment.
- **Controls Architecture.** Ensure every product has appropriate regulatory, policy, data privacy and process controls, that controls are regularly tested, and that material failures are surfaced and addressed.

What you'll bring to the role

Essential Criteria:

- **Extensive Senior P&O(HR) leadership background with breadth across domains** across P&O, product, experience or technology-enabled transformation, including significant senior-

level responsibility in a complex, global organization. Direct experience in more than one P&O domain is desirable; credible exposure through enterprise collaboration and portfolio leadership may provide equivalent breadth. For this product grouping, experience leading or materially shaping parts of the talent acquisition and movement lifecycle, such as talent attraction, recruiting and selection, onboarding, internal mobility, global mobility or external workforce, would be a preference. Experience connecting candidate, employee and manager journeys across organizational and geographic boundaries, improving high-volume and time-sensitive journeys, and delivering measurable outcomes such as quality of hire, hiring speed, candidate experience, time-to-productivity, internal movement or assignment effectiveness would be particularly useful.

- **Experience operating across the Expertise Hub-P&O Workforce Strategy-product boundary.** Demonstrated experience navigating the intersection between strategic design and product or operational delivery, and building relationships that enable these communities to work together.
- **Technology strategy and AI orientation at portfolio level.** Experience translating journey and product outcomes into technology priorities and investment choices, with sufficient understanding of AI, automation, data and architecture to assess value and risk with technical experts.
- **Product portfolio, financial and governance experience.** Experience leading a portfolio of products, programs, workstreams or teams; setting priorities across competing demands; assessing costs and benefits; making resource trade-offs; and holding multiple teams accountable to shared outcomes.
- **Change Leadership & Organizational Influence.** Shape how Product Owners work, how Expertise Hub partner and how the business experiences P&O. Build coalitions and communicate change narratives that land at executive level.
- **People Leadership & Team Building.** Build and grow exceptional Product Owners, set standards for product craft and create an evidence-based, end-user-focused culture.
- **Senior Stakeholder Influence, CoE Partnership & Product Arbitration.** Operate credibly with senior P&O, Expertise Hub, Country People Experience, P&O Business Partner, Finance, PTDI and DDIT leaders, aligning shared outcomes and arbitrating portfolio tensions.

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: 207,900.00 - 386,100.00 CHF Annual

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.

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 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.

Accessibility and Accommodation:

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to diversity.inclusionch@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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>

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>

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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
CHF207,900.00 - CHF386,100.00

部门
People & Organization

Business Unit
Human Resources

地点
Switzerland

站点
Basel (City)

Company / Legal Entity
C010 (FCRS = CH010) Novartis International AG

Functional Area
Human Resources

Job Type
Full time

Employment Type
Regular

Shift Work

No

```
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"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"]) {
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config.plugins.floating = { disable: true }; if (kPlayer.plugins["navigation"]) { config.plugins.navigation =
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(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 kalturadatalayer.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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