NOVARTIS

Workforce Strategy Head, Regulatory Affairs

Job ID
REQ-10093532

十一月 23, 2026

Switzerland

摘要

Location: Basel, Switzerland (#LI-Hybrid)

This role will serve as the strategic workforce partner to Regulatory Affairs (RA), supporting a global organization of approximately 2,000 employees through a significant transformation agenda. The role will combine external insights, workforce data and predictive analytics, business acumen, and deep transformation expertise to shape the future workforce, capabilities, and talent strategy for RA, with particular focus on AI-enabled changes to workflows, skills, and ways of working.

About the Role

Key Responsibilities

- Partner with the **Global Head of Regulatory Affairs and RA Leadership Team** to shape and influence the workforce and people agenda for a global organization of approximately **2,000**

employees.
- Translate RA ' s complex business transformation agenda into a clear **workforce strategy and execution roadmap**, ensuring transformation priorities are operationalized effectively.
- Anticipate the impact of **AI, emerging technologies, new platforms, and evolving regulatory models** on workflows, roles, skills, and future workforce requirements.
- Define and build the **future capabilities and talent strategy** required for RA, identifying critical skills, capability gaps, and actions needed to prepare the organization for the future.
- Bring strong **external insights, workforce data, predictive analytics, and market intelligence** to challenge existing thinking and influence strategic business and workforce decisions.
- Lead the people and workforce dimensions of complex transformation, **coaching and constructively challenging senior leaders** while building alignment and bringing the organization through change.
- Establish the workforce strategy role as a **credible and high-impact strategic partner** within RA, demonstrating tangible business value through deep understanding of the function and its operating environment.
- Contribute as a member of the **Development P&O Leadership Team**, jointly shaping and driving the broader Development P&O strategy while ensuring strong connection between functional and enterprise priorities.

Essential Requirements

- Significant experience in HR leading **complex, large-scale business and workforce transformation**, ideally within a global, highly matrixed organization.
- Strong expertise in **workforce strategy, strategic workforce planning, future capabilities, skills, and talent strategy**, with the ability to translate business transformation into actionable workforce priorities.
- Strong **external orientation**, with demonstrated ability to bring market trends, emerging practices, technology developments, and external perspectives into senior-level business discussions.
- Highly **data- and insight-driven**, with experience leveraging workforce data, analytics, and ideally predictive insights to identify trends, challenge assumptions, and influence strategic decisions.
- Exceptional **senior stakeholder influencing and coaching skills**, with the credibility and confidence to challenge senior leaders constructively, build alignment, and lead through ambiguity and change.
- Strong **business acumen and impact orientation**, with a leadership style combining strategic thinking, grounded credibility, empathy, and a deep understanding of how organizations and functions operate.

Desirable Requirements

- Experience shaping workforce implications of **AI, automation, digital transformation, or technology-enabled operating model change**, particularly around future skills, capabilities, and ways of working.
- Experience within **pharmaceuticals, life sciences, Regulatory Affairs, R&D/Development, or another highly regulated global environment**.

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

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
C028 (FCRS = CH028) Novartis Pharma AG

Functional Area
Human Resources

Job Type
Full time

Employment Type
Regular

Shift Work
No

var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId: "kalturaplayer6b04933f11129556307522", 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 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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