

# Sr. Operational Excellence Specialist, Change & Engagement

Job ID  
REQ-10026468  
Oct 28, 2024  
Spain

## Summary

Location: Barcelona (Hybrid)

Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

We are looking for a Operational Excellence Specialist to be a partner with the IT site head and other teams on enabling the local organization towards DD&IT (IT) strategy in terms of people engagement and growth, keep track of team effectiveness and adjust based on insights, proactively identifying and analyzing the impact of new trends in the surrounding ecosystem, keeping DD&IT leaders aware and informed.

- Implement initiatives spanning across productivity, people engagement and development for the DD&IT team

## About the Role

### Major accountabilities:

- Support local DD&IT Site Lead and team in planning and delivering on local DD&IT (IT) roadmap (including but not limited to employee engagement and communications, learning & development, financial reporting and budgeting planning, and day-to-day site operations)
- Coordinate the execution of key operational processes for the location such as: planning and organizing events (townhalls, new employee onboarding, team buildings, managers forums, etc.)
- Drive initiatives to keep the organization's morale high and help associates to focus on the overall priorities for DD&IT and Novartis Operations.
- Develop and implement change & engagement and communication plans and activities on site, in alignment with the global DD&IT Change & Engagement strategy
- Coordinate culture and people-related topics to ensure progress towards inspired, unbossed, curious, and agile organization.
- Contribute to the initiatives led by the Operational Excellence and Planning community to ensure cross-functional and cross-location standardization
- Monitor and measure the effectiveness of change and communications initiatives.

### Commitment to Diversity & Inclusion:

*We are committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.*

## Minimum Requirements:

- University Degree in IT / Management related professional education.
- Multi-national global experience~Interactions with senior management
- Strong project management skills with the ability to manage multiple priorities.
- Excellent communication and interpersonal skills.
- Expertise in managing all communications channels including but not limited to email, social media, internal sites, and events.
- Ability to analyze data and develop actionable insights.
- Proficiency in Microsoft Office Suite
- Proven experience in change management and employee engagement.
- Understanding of pharmaceutical industry, including familiarity with business processes in a global pharmaceutical industry will be an added advantage

## Languages :

- English fluent

Why Novartis: Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world.

How can we achieve this?

With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us! Learn more here: <https://www.novartis.com/about/strategy/people-and-culture>

Join our Novartis Network: If this role is not suitable to your experience or career goals but you wish to stay connected to hear more about Novartis and our career opportunities, join the Novartis Network here:

<https://talentnetwork.novartis.com/network>

**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>

**Benefits and Rewards:** Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

Division

Operations

Business Unit

CTS

Location

Spain

Site

Barcelona Gran Vía

Company / Legal Entity

ES06 (FCRS = ES006) Novartis Farmacéutica, S.A.

Functional Area

Technology Transformation

Job Type

Full time

Employment Type

Regular

Shift Work

No

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