

# Director, Talent Management & Talent Scouting

Job ID  
REQ-10026673  
Nov 07, 2024  
USA

## Summary

Location: East Hanover, New Jersey (Hybrid)  
#LI-Hybrid

This is a site based role, preferred location is East Hanover, New Jersey. Consideration may be given to distance working arrangements, there maybe restrictions based on legal entity registration. The expectation of working hours and travel (domestic and/or international) will be defined by the hiring manager & business needs

### Job Purpose

The Director Talent Management, Scouting will lead and drive the talent strategy for specific functions within the US Commercial unit at Novartis. This senior role requires a trusted thought partner to business leaders, P&O BPs, and senior stakeholders. The incumbent will proactively align the talent agenda with the US Commercial Talent plan, adapt based on business priorities, and ensure the business has the right skills, leaders, and talents to achieve its goals and build for the future

### Specifically;

- Drive / Lead the talent agenda for client groups, ensuring alignment with the US Commercial Talent plan
- Influence and engage business leaders, P&O BPs, and other key stakeholders to partner on the talent agenda
- Ensure the business has the right skills, leaders, and talents to achieve business goals and build for the future

Team Structure and Reporting Lines: The Director Talent Management, Scouting will report directly to the Head - Talent Management, US Commercial. The Director will work closely with other senior leaders, including business leaders, P&O BPs, and key stakeholders across various functions. The team structure is designed to foster collaboration and ensure alignment with the overall talent strategy

## About the Role

### Major Accountabilities:

- **Drive Talent Strategy:** Proactively align the talent agenda with the US Commercial Talent plan and adapt based on a deep understanding of business priorities and anticipating talent needs in the future
- **Stakeholder Engagement & Strong Business/ Industry Understanding:** Influence and engage business leaders, P&O BPs, and other key stakeholders to partner on the talent agenda to enable the business priorities
- **Succession / Talent Pipeline Management (Internal & external):** Develop and maintain a robust talent

pipeline to meet current and future business needs. Ability to scout talents from the external market and tap into nontraditional talent pools to ensure robust, diverse talent pipelines for critical roles. Champion diversity and inclusion mindset in talent processes and approaches

- **Strong execution skills:** Ability to drive strong execution as per timelines & high-quality outcomes in partnership with key stakeholders
- **Data-Driven Decision Making:** Utilize data and basic analysis to inform talent decisions and strategies

#### **What you will bring to the role;**

- Bachelor's degree required in Human resources, Business Administration, or related field. Master's degree preferred
- At minimum of 8+ years of experience in talent management or a related field, preferably in a senior role in a large, complex organization preferably in the healthcare industry. Prior exposure / experience in talent acquisition at mid – senior levels in the pharmaceutical or healthcare industry
- Proven track record of successfully developing and implementing talent management strategies and initiatives strongly aligned with business priorities
- Previous experience working with senior leaders to drive talent management initiatives in a fast paced, dynamic environment. Excellent stakeholder management and influencing skills
- Strong understanding / working knowledge of trends in talent management / future of work. Fluency in English required with excellent written and verbal communication skills

#### **Preferred:**

- Knowledge of diversity and inclusion best practices
- Experience in leading change management initiatives
- Proficiency in data analytics and using data to inform decisions

The pay range for this position at commencement of employment is expected to be between \$183,200.00 to \$274,800.00 per year; *however, while salary ranges are effective from 1/1/24 through 12/31/24, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills, and abilities.* The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an “at-will position” and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

Read our handbook to learn about all the ways we'll help you thrive personally and professionally: [novartis-life-handbook.pdf](#)

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>

**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>

### **EEO Statement:**

The Novartis Group of Companies are Equal Opportunity Employers who are focused on building and advancing a culture of inclusion that values and celebrates individual differences, uniqueness, backgrounds and perspectives. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status. We are committed to fostering a diverse and inclusive workplace that reflects the world around us and connects us to the patients, customers and communities we serve.

### **Accessibility & Reasonable Accommodations**

The Novartis Group of Companies are committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the application process, or to perform the essential functions of a position, please send an e-mail to [us.reasonableaccommodations@novartis.com](mailto:us.reasonableaccommodations@novartis.com) or call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Division

People & Organization

Business Unit

CTS

Location

USA

Site

East Hanover

Company / Legal Entity

U061 (FCRS = US002) Novartis Services, Inc.

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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