

Talent Acquisition Business Partner

Job ID
REQ-10029588
Nov 14, 2024
Mexico

Summary

Manage the end to end Talent Acquisition process for Data, Digital and Information Technology (DDIT) areas in the LACan region. Serve as partner and advisor for the People Leaders and Hiring Managers that request Talent Acquisition services.

About the Role

#LI-Hybrid

Key Responsibilities:

- Ensure the operational conversion of the Talent Acquisition strategic goals within a dedicated client group.
- Coordinate and support the efficient implementation of recruitment strategies, processes and services to the local organization
- recruitment branding program, Diversity & Inclusion recruitment initiatives, online recruitment, talent mapping and external talent pipeline management).
- Facilitate best practice Talent Acquisition process within the assigned function (sourcing, selection, hiring).
- Identify innovative ways of candidate sourcing and develop and implement new recruitment/ assessment tools based on market research.
- Benchmark existing processes, look externally for best practices and recommend improvements to Talent Acquisition deliverables -Provide recommendations and solutions covering specific areas of Recruitment including organizational Resourcing needs analysis, Recruitment market trends analysis, candidate selection, vendor management, analysis of Recruitment metrics, and/or other Recruitment services.
- Establish close relationships with leading executive search agencies at a global level to get first hand access to top candidates.
- Support / participate in budget planning discussions, SLA process.
- Participate in, or lead Talent Acquisition projects at country or BU level.
- Reporting of technical complaints / adverse events / special case scenarios related to Novartis products within 24 hours of receipt

Essential Requirements :

- Experience of at least 5 years managing the end to end process as Talent Acquisition Business Partner, for Information Technology (IT) Mexico and regional in LACan (a plus)
- Stakeholder Management, Internal Client Relationship, Experience in a matrix, Sourcing for niche candidates, Behavioral based interviews.

- English and Spanish at an advanced level

Desirable Requirements :

- Experience in Workday
- Additional language such as Portuguese or French is a plus

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>

Division

People & Organization

Business Unit

CTS

Location

Mexico

Site

INSURGENTES

Company / Legal Entity

MX06 (FCRS = MX006) Novartis Farmacéutica S.A. de C.V.

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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Novartis is committed to work with and provide reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to perform the essential functions of a position, please send an e-mail to tas.mexico@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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