

HR People Partner

Job ID
REQ-10031312
Mar 11, 2025
United Kingdom

Summary

About the role:

People Partners enable the delivery of lifecycle events, performance management, employee relations, rewards processes and restructuring implementation.

Acting as a trusted advisor offering in-country policy expertise and knowledge to support and educate leaders, managers and associates on all HR topics on the moments that matter.

Temporary fixed term contract: 12 months

About the Role

Key Responsibilities:

- Provide credible P&O People Partnering to a diverse client group of people leaders, managers and employees offering advice and guidance on the moments that matter.
- Work alongside P&O Business Partners to drive P&O initiatives, supporting the overall P&O strategy.
- Lead the delivery of in-country transformations, provide advice and guidance for managers through the local process, oversee the consultation process and overall restructuring lifecycle.
- Drive buy-in and utilization of data and analytics to identify risks and trends, and to apply these business insights to inform decisions and actions.
- Drive Diversity and inclusion efforts and align with global or local initiatives / implementation.
- Drives quality, effectiveness, efficiency and continuous improvement for P&O People Partnering and related processes.
- Manage internal movement offers and mobility.
- Seek to establish strong relationships with cross-divisional P&O community members to understand needs and challenges and drive continuous improvement.

Role requirements:

- Strong Generalist HR Experience
- Experienced working in a collaborative team environment and with cross functional teams
- Proven stakeholder management and engagement experience
- Collaborative mindset
- Managing priorities
- English proficient written and spoken

Nice to have

- Experience in Workday
- UK employee relations experience

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>

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

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>

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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

United Kingdom

Site

London (The Westworks)

Company / Legal Entity

GB16 (FCRS = GB016) Novartis Pharmaceuticals UK Ltd.

Functional Area

Human Resources

Job Type

Full time

Employment Type

Temporary (Fixed Term)

Shift Work

No

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