

OD Practice Lead – Organization Design

Job ID
REQ-10032476
Jan 20, 2025
Switzerland

Summary

Location: Basel, Switzerland; London/UK Remote or Dublin, Ireland.

The OD Practice Lead – Organization Design partners with business leaders and P&O colleagues to diagnose and address the most complex organizational challenges within and across Novartis' businesses, enabling Novartis to unlock value, successfully and sustainably drive its transformation, contributing to the mission of reimagining medicine to improve and extend people's lives.

The Practice Lead for a critical OD capability - Organization Design – is also a proven subject matter expert and owner of Novartis' IP and methodology, enabling skills building across P&O for this area.

About the Role

Your responsibilities include, but not limited to:

Partners with business leaders and P&O colleagues to diagnose and address the most complex, prioritised organizational challenges within and across Novartis businesses, unlocking disproportionate value. (80% of time spent):

- As a senior consultant, works with senior business leaders and their teams to address organization challenges and opportunities and creates the organizational capability needed to drive business performance. This includes seeking to make the complex more simple for the business.
- Diagnoses root causes, and leads delivery of top quality organization design, development and change management advice and interventions in line with diagnosis done
- Regularly leads teams of colleagues on consulting projects from various expertise areas in and beyond P&O
- As a rounded and senior consultant, leverages deep skill in diagnosis, org and operating model design and change management, as well as team and leader development.

Acts as practice lead and thought leader for organization and operating model design. (20% of time spent):

- Acts as a thought leader, understanding latest developments in the practice area, connects with external peers and experts and uses insights to drive relevant innovation for Novartis
- Leads the development and implementation of high quality and practical organization design approaches, methodology and toolkit for use across the company.
- Enables the upskilling across P&O and line managers globally in partnership with Novartis Learning. This includes formal learning, engagement, enabling knowledge sharing, coaching and mentoring community members on active business projects.

- Partners with P&O's People Technology Data and Insights team (PTDI) and the Practice Lead for Organization Health / SWP to identify tools which can enable design modelling.

What you'll bring to the role:

- Bachelor's degree, advanced degree preferred
- Proficiency in English required, excellent verbal and written communication skills.
- Significant demonstrated OD experience, supported by broader consulting, PO, strategy and/or transformation experience.
- Practical and pragmatic business focus
- Strong presence with senior executive engagement and facilitation, strong influencing ability including challenge, through consulting, communication and relationship building skills
- Proven analytical and conceptual skills, combined with ability to implement
- Proven expertise in OD and change management methodologies and (successful) global project delivery of the most complex nature
- Known for strong collaboration and networking
- External consulting and/or business leadership experience would be valuable

This position will require 10-20% travel.

Commitment to Diversity & Inclusion:

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>

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Division

People & Organization

Business Unit

Corporate

Location

Switzerland

Site

Basel (City)

Company / Legal Entity

C010 (FCRS = CH010) Novartis International AG

Alternative Location 1

Dublin (Country President Office (CPO)), Ireland

Alternative Location 2

London (The Westworks), United Kingdom

Functional Area
Human Resources
Job Type
Full time
Employment Type
Regular
Shift Work
No
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