

People & Organization Head, Colombia

Job ID
REQ-10036979
Jan 23, 2025
Colombia

Summary

As the Head of People and Organization, you will oversee the People and Organization agenda. This includes advising, coaching, and influencing leadership teams to support the implementation of both short-term and long-term business strategies and plans at the Regional, Cluster, and Country levels. As a strategic business advisor and coach, the Business Partner applies People & Organization consulting skills with data driven and external market insights to deliver an organizational aligned workforce strategy with talent interventions that span diversity and inclusion; talent management; organization design and effectiveness; culture; transformation and change; and employee experience. In addition, Business Partners liaise with People Partner teams on local change delivery and complex or high-profile People & Organization cases.

About the Role

#LI-Hybrid

Key Responsibilities:

- Activate business ownership and accountability of diversity, equity and inclusion initiatives -Actively participate in complex, enterprise People & Organization projects or initiatives; ensure business representation and alignment.
- Advise business leaders and functional teams on strategic and operational execution, including team effectiveness, change management, organizational design, performance management, talent, retention and engagement. Advise on and handle diversity, equity and inclusion at all levels, e.g., gender representation, LGBTI, pay equity -Coach leaders on team priorities and objectives linked to purpose and strategy, helping collaborate with other teams, manage across the matrix, remove obstacles and overcome silos. Contribute actively to the People & Organization community and network.
- Act as a leader and collaborate with internal and external partners building People & Organization thought leadership. Develop an organizational design / plan for client groups by utilizing organizational diagnostics. Develop talent and leadership development strategy and plan.
- Directly influence the business strategy and translate strategy and functional plans to design and implement people and organizational interventions that support the vision while applying data driven and external insights with P&O metrics.
- Drive the talent agenda in partnership with the business, establishing quality succession planning for critical positions and business value roles, development plans of key talent and talent strategy to build the leadership pipeline.
- Engages and supports the Country People & Organization Board(s) and unit's country People & Organization Heads / Business Partners on cross country initiatives.
- Enhance leadership capabilities through coaching and drive client leadership teams to set up a solid

governance structure, operating models and culture to enable and fulfil strategic business objectives.

- Hold the knowledge and outlook for the 3-5 year business plans. Establish strategic workforce plans with leaders and develop organization design efficiencies to enable the long-term business strategy.
- Identify required critical capabilities for the future and establish plans to meet capability gaps at the organization and individual level. Instigate career and development conversations with business leaders, understanding aspirations, skills and the capabilities required. Lead the cultural change agenda in partnership with People Partners across all levels of the client groups.
- Provide coaching, feedback, learning opportunities and mentoring to support and enable People & Organization team members in their development. Utilize consulting skills to influence, coach and provide feedback to leaders at all levels, ensuring our core values are lived every day and empower individual growth.

Minimum Requirements:

Work Experience:

- Degree in Business Administration, Psychology, other related education fields.
- Desired Certification, post graduate studies in Human Resources, Human sciences, organizational development.
- Desired master's in Human Sciences, Business Administration, Human Behavior.
- Business partnering experience leading hire to retire HR processes.
- Proven leadership experience
- Desired project management experience
- Experience leading strategy and initiatives for Talent development, Organizational design, leadership development.
- Proven involvement in organizational transformations, guiding HR processes, restructuring and employee experience.
- Coaching for executives in Organizational transformations, leadership development, day-to-day situations.

Languages :

- Fluent in English and Spanish.

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Division

People & Organization

Business Unit

Innovative Medicines

Location

Colombia

Site

Bogota (Pharmaceuticals / GDD / NTO / CTS)

Company / Legal Entity

CO01 (FCRS = CO001) Novartis de Colombia S.A

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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