

P&O Business Partner

Job ID
REQ-10037073
Jan 21, 2025
India

Summary

The role requires to provide strategic business partnering support to Development teams in India. Lead and participate in P&O projects. Support roll-out of strategies and programs to anticipate and meet long-term business needs on talent, organization and culture, leveraging analytics and outside-in approaches.

About the Role

Major accountabilities:

- As P&O Business Partner, be an active key member of the respective leadership teams; establish strong relationships with client group and proactively act upon business needs and requirements. Work closely with the leadership team members on development and implementation of the Business strategy: interpreting the global business environment, bringing an outside-in HR perspective, decoding customer expectations, co-crafting a strategic agenda
- Prioritize, formulate and implement a People Plan that meets business needs (consistent with the global P&O and Development strategy).
- Define required organizational and individual capabilities in order to support business strategy.
- Together with line management, establish Strategic Workforce Planning, including future outsourcing, cross-domain consolidation and footprint evolution as needed in order to achieve business strategy.
- Evaluate organizational set-up effectiveness and ensure smooth transition of operations in line with overall project plan.
- Drive change management and ensure proper communication is in place to support transformation and reorganization efforts.
- Coach and drive leadership team to set up a solid governance structure and operating model for the organization that will enable the achievement of strategic business objectives.
- Drive the cultural agenda
- Drive the talent agenda establishing quality succession planning for critical positions, development plans of key talents and talent strategy to build the leadership pipeline.
- Identify required critical capabilities for the future and establish plans to fill in capability gaps on organizational and individual level. Ensure critical positions are staffed by best-in-class candidates worldwide.

Minimum Requirements:

- 8-10 years' experience, with at least 6+ years partnering mid-size businesses. Generalist exposure across the full array of HR elements. Ability to communicate effectively across levels (N-1 and below); cultural sensitivity and extensive business partnering experience.
- Skilled in working in a complex global matrixed environment.

- Experience in supporting the business in managing change.
- Post Graduate degree in business or management, MBA or equivalent with Human Resources Specialization

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Division

People & Organization

Business Unit

Innovative Medicines

Location

India

Site

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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