

# Director - Global Functions Solution Delivery for HCM

Job ID  
REQ-10041926  
Mar 04, 2025  
Czech Republic

## Summary

Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

The Director - Global Functions Solution Delivery is responsible for managing the integrations workstream for the entire HCM program. This role is accountable for the successful delivery of final integrations, including the substitution of legacy integrations and ad-interim integrations, fulfilling functional design requirements across all project phases. This role is also responsible for managing and providing guidance to concurrent initiatives regarding integration HCM Program requirements. This role ensures full integration with functional and enabling teams regarding Data Migration, Testing, and Cutover activities, and reports directly to the Program Manager.

## About the Role

### Key Responsibilities:

- Develop and oversee integration strategy, design, and approach . Plan, lead, and facilitate integration DDIT team activities
- Define design, testing requirements, testing planning, and execution, and align on cutover tasks for switching to the final integration solution
- Report directly to HCM Program Leadership on the status of all integrations. Act as the Integration SPOC to ensure alignment of project scope and timeline
- Provide guidance on integration design decisions and downstream impacts . Liaise with functional streams on any integration issues and upcoming changes
- Ensure seamless IT integration between Workday and Novartis environment in terms of interfaces and data
- Assess and manage dependencies (activities, milestones, resources) across the integration environment
- Decommission obsolete integrations (HR Core)
- Fulfill technical authentication integration requirements
- Aware and can meticulously identify problem areas with overlapping projects within and outside of the program. Implement solutions and workarounds together with the team.
- Is responsible to embed the solutions and integrations in accordance with IT standards, guidelines and should be well versed with Appsec, PCMA, Pen test etc. to ensure a smooth implementation and handover to Operations.

*We are committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.*

**What you'll bring to the role:**

- Strong 10+ years of international project management experience and integration projects. Cross-functional expertise and strong leadership skills
- Strong communication skills in cross-functional and multi-cultural projects
- People management skills and system implementation background
- Highly versed in Project management
- Fluent in English, with other languages being desirable

**What you'll bring to the role:**

- Workday and Payroll experience highly preferable
- Extensive P&O technology and business side experience highly preferable

**You'll receive:**

Monthly pension contribution matching your individual contribution up to 3% of your gross monthly base salary; Risk Life Insurance (full cost covered by Novartis); 5-week holiday per year; (1 week above the Labour Law requirement) ; 4 paid sick days within one calendar year in case of absence due to sickness without a medical sickness report; Cafeteria employee benefit program – choice of benefits from Benefit Plus Cafeteria in the amount of 13,500 CZK per year; Meal vouchers in amount of 110 CZK for each working day (full tax covered by company); Car Allowance; MultiSport Card. Find out more about Novartis Business Services:

<https://www.novartis.cz/>

**You'll receive:**

Monthly pension contribution matching your individual contribution up to 3% of your gross monthly base salary; Risk Life Insurance (full cost covered by Novartis); 5-week holiday per year; (1 week above the Labour Law requirement) ; 4 paid sick days within one calendar year in case of absence due to sickness without a medical sickness report; Cafeteria employee benefit program – choice of benefits from Benefit Plus Cafeteria in the amount of 12,500 CZK per year; Meal vouchers in amount of 105 CZK for each working day (full tax covered by company); Public Transportation allowance; MultiSport Card. Find out more about Novartis Business Services: <https://www.novartis.cz/>

**Join our Novartis Network:** If this role is not suitable to your experience or career goals but you wish to stay connected to learn more about Novartis and our career opportunities, join the Novartis Network here:

<https://talentnetwork.novartis.com/network>

**Accessibility and accommodation:**

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

**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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<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

Operations

Business Unit

CTS

Location

Czech Republic

Site

Prague

Company / Legal Entity

CZ02 (FCRS = CZ002) Novartis s.r.o

Alternative Location 1

Hyderabad (Office), India

Functional Area

Technology Transformation

Job Type

Full time

Employment Type

Regular

Shift Work

No

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