

# China DEI & Culture Lead

Job ID  
REQ-10042926  
Mar 03, 2025  
China

## Summary

Establish and enable DEI within the commercial country organization to deliver on the long-term vision and DEI & Culture strategy. Address and reduce healthcare inequities and disparities, achieving our purpose to discover and develop breakthrough treatments and find new ways to deliver them to as many people as possible.

## About the Role

### Major accountabilities:

- Act as a thought partner for Head P&O in China to shape the long-term vision and country DEI strategy
- Serve as Country SPOC and bridge between our DEIC team and the local P&O organization to build country specific plans to attract, develop and retain a diverse workforce and promote the use of diversity, equity and inclusion to grow the business
- Partner across local business and the P&O team to ensure needs are understood and opportunities for collaboration, co-creation and prioritization are identified
- Create a comprehensive understanding of DEI within the commercial, health and customer engagement space to drive development of a «customer» diversity strategy on a regional and country level
- Identify and leverage data-driven and external market insights to identify best practices to support design and adaptation of programs and solutions to the local context
- Identify critical (future) gaps in the country organization and implement actions to close them
- Establish meaningful local benchmarks, baselines and aspirations to measure success for DEI & Culture
- Lead specific global DEI projects with strong focus in local implementation in key priority markets

### Key performance indicators:

- Progress in implementation of the Novartis DEI & Culture strategy
- Country DEI metrics for diverse workforce and culture indicators
- Realization of a patient & customer diversity strategy on country level
- Inclusive processes and practices in our Marketing and Sales approaches and models

### Minimum Requirements:

#### Work Experience:

- Functional Breadth.
- Cross Cultural Experience.
- Project Management.
- Representing the organization.

**Skills:**

- Minimum +5 years of progressive business experience
- Minimum 2-3 years working in DEI or Commercial role
- Demonstrable evidence of high-quality business partnering and strong collaboration across P&O
- Able to lead and influence without direct authority
- Outstanding communication and presentation skills
- Excellent overall business acumen and strong analytical skills
- Previous multi-country experience

**Languages :**

- English.
- Mandarin

**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

CTS

Location

China

Site

Shanghai (Shanghai)

Company / Legal Entity

CN14 (FCRS = CN014) China Novartis Institutes for BioMedical Research Co., Ltd.

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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recruitment process, or in order to perform the essential functions of a position, please send an e-mail to [diversityandincl.china@novartis.com](mailto:diversityandincl.china@novartis.com) and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the patients and communities we serve.

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