

People Partner Team Lead - Development, International & BR

Job ID

REQ-10043339

Mar 06, 2025

India

Summary

You will be responsible to lead a team of cross-divisional People Partners delivering a consistent end-to-end P&O experience, focusing on the moments that matter for managers and associates. The Team Lead manages the harmonized People Partner processes and ways of working in a country or an aligned business unit(s) to provide a P&O experience that meets both customer (i.e., leaders, managers and associates) and stakeholder expectations (Country P&O Boards, Business Partners and COEs) now and in the future.

About the Role

Key Responsibilities:

•Team Management

- ✓ Contribute to & deliver country P&O plans | Build partnerships across different areas of P&O for effective collaboration and execution.
 - ✓ Actively recruits capabilities for future success of the People Partner team and build a strong and motivated team by assuring development and personal growth is in line with talents and expectations.
 - ✓ Acts as the escalation point for any country issues or concerns raised by the business or P&O community.
 - ✓ Build an inclusive environment for the team to collaborate, develop trust, bring their best selves to work and work in a safe space to speak up.
 - ✓ Champions culture and supports implementation of corporate initiatives (e.g., DEI, Workday etc. from a cross divisional / country level lens.
 - ✓ Clarify objectives, support re-prioritization, regular check-ins on progress, recognize, reward contributions and address low performers.
 - ✓ Create and establish an actively engaged community of P&O People Partners that consistently support all managers and associates within a country, across all divisions / units.
 - ✓ Drives quality, effectiveness, efficiency and continuous improvement for P&O People Partnering and related processes.
 - ✓ Lead career and development conversations; understand team aspirations, skills and the capabilities required for success.
 - ✓ Promotes the contribution of ideas and solutions to the P&O network (Country Business Partners, Global Business Partners and Country P&O Boards).
- Employee lifecycle events: Deliver credible P&O People Partnering to people leaders, manager and associates offering advice and guidance on the moments that matter through your team. Support and coach leaders where required, promote self-sufficiency in people processes and implement simplifications/best practices where opportunities are identified and Team Development: Act as a negotiator and coach to align the agendas of the business and the P&O function. Actively participate in complex, enterprise P&O projects or

initiatives; ensure local business representation and alignment. Drive and lead change management plans in country on transformation and restructuring efforts. Leads the implementation of in-country P&O processes / activities, cross divisionally and ensures high quality standards are met.

- Talent management: Facilitate client workshops and sessions to coach and guide managers on developmental tools / techniques. Lead EVP initiatives (e.g., career fairs, certifications, external, internal events). Build capability of managers for key People Processes and drive adoption of enterprise learning technology. Build subject matter expertise teams and ensure accountability of processes.
- Performance management: Lead local adoption of EVOLVE performance management process (goals, objective-setting, check-in, reviews, PIP) including associate and manager capability- building tools (e.g. Development toolkit, FF2FF, Coach to Grow). Build subject matter expertise in teams and ensure accountability of processes
- Rewards: Coaches and guides leadership teams on role evaluations in line with local governance. Led and implement reward and recognition activities, in line with local policies / timelines. Including, International Assignments, off-cycle reviews, EPIC etc.
- Employee relations and adherence to local legal requirements: Advise teams on managing employee relations topics (conflict resolution/grievance process). Investigate complex complaints, Speak Up Local Matters and Conflicts of Interest cases and follow-up on remediation/sanctions.
- P&O reporting and analytics: You will provide leadership by ensuring operational efficiency insights are accurately produced and special reports are consolidated. Your role will involve providing direction and support to your team to achieve these goals effectively
- Organizational Development & Capabilities: Contribute to planning and implement organization changes and business transformations. Operationalizing global priorities in-country in alignment with the P&O Board

Minimum Requirements

- 12 to 17 years of work experience in a HR environment, preferably in the pharmaceutical industry or GCC. Minimum 5 years of people management experience
- MBA in HR or equivalent is a must.
- Strong stakeholder management, people management, customer influence and influencing skills, capable to build relationships and work independently.
- Recent experience in leading, coaching & mentoring diverse people partner/business partner teams.
- Must have strong presentation, communication (both written and verbal), influencing and negotiation skills.
- Ability to manage relationships with Senior Leaders on the key deliverables and partner with your P&O peers to deliver a talent agenda. • Open to travel to other sites.

Desirable Requirements:

- Ability to navigate a complex and ambiguous environment.
- Ability to inspire and develop teams to become a best-in-class people partner function that delivers exceptional experience

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

People & Organization

Business Unit

CTS

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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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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