

Director P&O (Business Partner) International India

Job ID

REQ-10035705

Jan. 09, 2025

Indien

Zusammenfassung

About this role:

In this role you will be preparing the organization for the future & operationalizing strategic plans for implementation. Directly influencing divisional strategy, shaping NVS P&O strategy and championing the P&O agenda.

About the Role

Key responsibilities:

- Work closely with the P&O Head India and innovative medicines international (commercial) business leadership team in the development and implementation of the Business plan, highlighting potential P&O-related business opportunities or weaknesses. Translate the business roadmap into P&O strategic and operational plans for their Business, monitor compliance and initiate corrective measures in case of deviations.
- Be an active key member of the functional leadership team (appropriate to client level), and proactively establish positive relationships with the client group as well as the P&O community to understand their needs and requirements and challenges. Partnering with larger P&O organization to expand footprint in India, talent development and capability building.
- Be responsible, with Business Partners, for ensuring that the implementation of a cohesive, P&O strategy is in line with the overall business strategy. Ensure Business Partners set and achieve regularly updated performance goals based on business priorities.
- Drive Talent Strategy for hiring the right talent, promoting Rewards and Recognition programs and ensuring the right C&B Strategy, etc. Ensures global input to the annual performance management process and a consistent approach to performance management with a focus on development, drives quality standards for the process, and focused management of poor performers.
- Coaches senior line managers in driving the talent agenda across businesses. Succession Planning; creates a second level of leaders through career planning, and cross-training assignments; works functions to implement clear succession plans for all key roles.
- Organizational Development: Drive change/ transition management and coaches senior line management through organizational change initiatives. Fosters open communication to build identity in the function. Seeks and encourages new perspectives and ideas to stimulate innovation and change.
- Ensure adoption and adherence to NVS P&O practices and policies, assuring that these are transparent to the Unit Head. Define P&O critical metrics against the business plan and drive actions to ensure achievement. Builds and leads a high performing P&O team, respected for their technical expertise and business acumen

- Coach/drive senior leadership team on key P&O processes, e.g., Performance Management, OTR, and succession planning and talent management for pre-defined population, in close cooperation with the respective TM expert. Drive cultural change and foster diversity and inclusion within the Unit.

Essential Requirement:

- 12 to 15 years' experience, with at least 3+ years leading mid-size businesses.
- Generalist exposure across the full array of P&O elements including organizational design, talent acquisition, retention strategies and succession planning, performance management systems, employee relations and Labor relations, compensation and benefits and other reward mechanisms.
- A mix of experience across multinational/global corporations with a complex matrix environment.
- Graduate degree in business or management; MBA or equivalent with Human Resources Specialization.

Desirable Requirements:

- Ability to work in matrixed environment
- Effective Decision Making
- Ability to partner with /coach /mentoring senior leaders
- Strong project management and critical thinking skills with thorough attention to detail
- Pioneer Change
- Strategic and expertise in P&O
- Should have created and executed programs with transformative value
- Team player
- Strong written & verbal communication

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