

# Associate Director, Business Transformation & Engagement

Job ID  
REQ-10011545  
oct 23, 2024  
Espagne

## Résumé

The role has responsibility to develop, implement, and lead a best-in-class, multi-year business transformation program and engagement strategy for the PS&PV organization.

The role promotes and ensures excellence in business transformation, communications, change management and stakeholder engagement within PS&PV while supporting related capability building initiatives. In this capacity, the AD Director Business Transformation & Engagement will lead the effective end-to-end strategic communication for PS&PV with a key focus on executive communications for the Global Head of PS&PV.

## About the Role

**Your key responsibilities, but not limited to:**

### Integrated Business Transformation, Change Management & Strategic Execution

- Lead the change management efforts across the organization and drive excellence in change management, business transformation and stakeholder engagement within PS&PV. Provide in-depth change management expertise and guidance with a consulting mindset to key projects and high priority initiatives with global impact in close collaboration with the PS&PV Leadership Team
- In conjunction with Novartis' global Change Management Community of Practice, build and cultivate a global cross-functional change champion network for PS&PV, to include 1-on-1 coaching that builds key change capabilities required for the successful delivery of transformation initiatives and thereby fostering the smooth execution of our business strategy.
- Lead and drive large-scale associate engagement initiatives across PS&PV globally, and apply a rigorous approach to prioritization, value creation and simplification where appropriate.
- Work across the PS&PV organization at all levels using a "hands-on" approach to identify and co-create (with stakeholders) a range of new prioritized opportunities to accelerate the PS&PV strategy. These opportunities should deliver well-defined outcomes and business benefits, have the potential to create tangible positive impact on our broader strategic ambition and deliver longer term value to the organization.

### Strategic Communications and Stakeholder Engagement

- Proactively establishing, deepening, and sustaining relationships with key stakeholders of PS&PV to understand their business needs, priorities, and performance gaps. Lead the end-to-end design, development and execution of the PS&PV communication strategy in collaboration with the PS&PV

Strategic Assistant. A key focus will be on executive communications for the Head of the department (incl. drafting of talking points, preparing monthly messages, and organizing global townhalls)

- Lead the branding and strategic positioning of PS&PV in collaboration with the PS&PV Strategic Assistant. This will include advancing the PS&PV story (through storytelling and other appropriate communications strategies) to ensure that the positive reputation of the PS&PV organization continues to be protected, enhanced with key stakeholders internally and externally
- Design, develop, deliver and oversee a streamlined operating model and governance framework for strategic, operational as well as ad-hoc PS&PV communications and engagements (incl. content and channels)

### **Culture Transformation**

- Develop and lead an effective culture transformation and employee engagement strategy for PS&PV to facilitate the adoption of the Novartis culture at all levels and represent PS&PV in the Development Culture Council
- Build a 'culture catalyst' network, which will accelerate the adoption of our Development culture across PS&PV and facilitate PS&PV associates to participate in the network to leverage ideas and best practices from across our function
- Build (knowledge) capabilities in the PS&PV community through appropriate education strategies as well as guidance and coaching on how to access educational assets so that associates take responsibility for their own capability development in terms of their communication skills and cultural awareness

### **Desirable skills:**

- Extensive work experience (>8 years) in the fields of business transformation and strategic communications with a strong focus on organizational strategy
- Strong ability to question, re-think and innovate established processes and organizational frameworks
- Capable of working under pressure and providing high quality deliverables according to tight deadlines
- Solid track record in leading diverse teams in global projects and high-impact initiatives to superior results in a matrix organization

### **Educational Background:**

Master's in business administration or in a related field(e.g. organizational strategy, communications, etc)  
Extensive background in Communications and Organisational strategy. Additional qualifications in Change management and management consulting would be an advantage.


### **Languages:**

Excellent English (written and verbal) language skills

### **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>

We believe our potential can thrive and grow in an unbossed culture underpinned by integrity, curiosity, and flexibility. And we can reinvent what's possible, when we collaborate with courage to aggressively and ambitiously tackle the world's toughest medical challenges. Because the greatest risk in life, is the risk of never trying! Imagine what you could achieve here at  Novartis!

## **Commitment to Diversity & Inclusion:**

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

## **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 [diversity.inclusion\\_ch@novartis.com](mailto:diversity.inclusion_ch@novartis.com) and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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**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

Development

Business Unit

Innovative Medicines

Emplacement

Espagne

Site

Barcelona Gran Vía

Company / Legal Entity

ES06 (FCRS = ES006) Novartis Farmacéutica, S.A.

Functional Area

Communications & Public Affairs

Job Type

Full time

Employment Type

Regular

Shift Work

No

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