

P&O (HR) Business Partner

Job ID
REQ-10066842
мар 13, 2026
Чехия

Сводка

We are welcoming a highly experienced, senior HR professional, with proven track record in a similar role, to join our amazing team in Prague! In this role you will champion the People and Organization agenda by advising, coaching and influencing leadership teams to help implement the near and longer-term business strategy and plans at a Country level. As a strategic business advisor and coach, you will apply P&O consulting skills with data driven and external market insights to deliver an organizational aligned workforce strategy with talent interventions that span diversity and inclusion; talent management; organization design and effectiveness; culture and engagement; transformation and change; and employee experience. In addition, you will liaise and closely collaborate with People Partner teams on local change delivery and complex or high-profile P&O cases. A great opportunity for seasoned P&O professionals to take a step forward in their career and become an invaluable member of the P&O community!

Location: Prague, Czech Republic - Hybrid Working model
#LI-Hybrid

About the Role

Key responsibilities:

- Advising, coaching and influencing leadership teams to help implement the near and longer-term business strategy and plans.
- Act as a strategic business advisor and coach, the Business Partner applies P&O consulting skills with data driven and external market insights to deliver an organizational aligned workforce strategy with talent interventions that span diversity and inclusion; talent management; talent retention & engagement; organization design and effectiveness; culture; transformation and change; and employee experience.
- Liaise and closely collaborate with People Partner teams on local change delivery and cultural agenda and complex P&O cases.
- Directly influence the business strategy and translate the Country strategy and functional plans to design and implement people and organizational interventions
- Develop & Drive the talent agenda in partnership with the business, establishing quality succession planning for critical positions and business value roles, development plans of key talent and talent strategy to build the leadership pipeline.
- Actively lead or participate in complex, enterprise P&O projects or initiatives; ensure local business representation and alignment.
- Be the change ambassador and role model for transformational change programs.
- Joint Value Creation: work closely with stakeholders to identify and generate value for the business and identify interventions to increase associates' engagement.
- Identify required critical capabilities for the future and establish plans to meet capability gaps at the organization and individual level.

Essential Requirements:

- Human Resources generalist experience in various industries, ideally in the Pharmaceutical and Corporate Services sector with exposure to large matrix environments. Prior experience in talent management will be considered a strong advantage.
- Demonstrate a strong sense of leadership and confidence to work with a range of various stakeholders with wide range of priorities
- Proven ability to build trust-based relationships and foster collaboration allowing for strong levels of high challenge with key stakeholders
- Be an ambassador and role model for the culture journey enabling managers and associates to drive the change and make a difference
- Track record in cultural transformation, initiating and embedding wide-scale programs.
- Strong business acumen and enterprise mindset allowing to manage complexity in an ambiguous environment
- Good experience on change management and understanding of handling end-to-end complex projects
- High Accountability and Ownership, consistently delivering on commitments and driving initiatives with a sense of responsibility and integrity
- Ability to work in a matrix environment and work with local as well as global stakeholders to drive outcome and impact

Commitment to Diversity and Inclusion / EEO paragraph

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

Accessibility and Accommodation:

Prague: 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 di.cz@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Local benefits

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 17,500 CZK per year; Meal vouchers in amount of 105 CZK for each working day (full tax covered by company); MultiSport Card

Find out more about Novartis Business Services: <https://www.novartis.cz/>

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>

Benefits and Rewards: Learn about all the ways we'll help you thrive personally and professionally.

[Read our handbook \(PDF 30 MB\)](#)

Дивизион
People & Organization
Business Unit
Human Resources
Место
Чехия
Сайт
Prague
Company / Legal Entity
CZ02 (FCRS = CZ002) Novartis s.r.o.
Functional Area
Управление персоналом
Job Type
Full time
Employment Type
Regular
Shift Work
No

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