

# Recruitment Experience Partner Lead - Flex

Job ID  
REQ-10076087  
апр 21, 2026  
Ирландия

## Сводка

-To lead and manage the TAS services for a large and set of complex functions/ client groups (TechOps, Global Function or similar) or multi-country organization. To be responsible for implementing a broad range of recruitment and selection activities for the supported customer group.

## About the Role

### Major accountabilities:

- Contribute to the development of a country/regional TAS strategy.
- Implement and adapt regional TAS strategy in country organization.
- Provide counsel and strategic recommendations on the design and implementation of TAS processes and services.
- Manage the efficient implementation of superior recruitment strategies, processes and services across the region (i.e.: global sourcing, recruitment branding program, D&I recruitment initiatives, online recruitment, talent mapping and external talent pipeline management) -Manage benchmarking studies on existing processes and external best practices and implement improvements to TAS deliverables measured by KPIs.
- Manage analyzes of various data and metrics (i.e.: Executive TAS and MBA performance, KPIs measuring and tracking results) and ensure it is communicated to relevant stakeholders.
- Manage the relationship with TAS related Vendors and ensure partnerships are beneficial to Novartis.
- Manage the budget/resource allocation for the area of responsibility.
- Manage the performance and talent development of direct reports and contribute to talent development of indirect reports -Manage various TAS Projects.
- Reporting of technical complaints / adverse events / special case scenarios related to Novartis products within 24 hours of receipt -Distribution of marketing samples (where applicable)

### Key performance indicators:

- Feedback from internal partners and client groups -TAS KPI's – diversity, time to hire -Successful achievement of project milestones

### Minimum Requirements:

#### Work Experience:

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

#### Skills:

- Systems Thinking.
- Strategic Workforce Planning (incl. Retention Strategy).
- Total Rewards Planning & Management.
- Global Mobility.
- Engagement.
- Managing boss and senior management.
- Networking.
- Reward Program Design.

#### Languages :

- English.

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<https://www.novartis.com/about/strategy/people-and-culture>

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Дивизион  
People & Organization  
Business Unit  
Human Resources  
Место  
Ирландия  
Сайт  
Dublin (NOCC)  
Company / Legal Entity  
IE02 (FCRS = IE002) Novartis Ireland Ltd  
Functional Area

Управление персоналом  
Job Type  
Full time  
Employment Type  
Regular  
Shift Work  
No

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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