

People Partner

Job ID
REQ-10081225
Июн. 17, 2026
Колумбия

Сводка

#LI-Hybrid

Primary Location: Bogotá, Colombia

Relocation Support: This role is based in Bogotá, Colombia. Novartis is unable to offer relocation support: please only apply if accessible.

Reimagine what's possible and help bring life-changing medicines to patients who need them most. At Novartis, our purpose is to improve and extend people's lives—and every role contributes to that mission.

As a People Partner at Novartis, you will act as a trusted advisor to leaders and associates, shaping meaningful employee experiences across the full lifecycle. From enabling talent growth to driving inclusion and transformation, you will play a key role in bringing our purpose to life—fostering an environment where people thrive, innovation flourishes, and every voice matters. Join a collaborative and inclusive culture where your insights influence real change and your impact is felt every day.

About the Role

Key Responsibilities

- Act as a trusted advisor to leaders and associates on all people-related matters and lifecycle events
- Partner with managers to drive performance, engagement, and employee experience initiatives
- Lead execution of People and Organization programs aligned with business and country strategy
- Champion diversity, equity, inclusion, and psychological safety across teams
- Use data and analytics to identify trends, inform decisions, and mitigate organizational risks
- Support organizational changes, including restructures, in compliance with local regulations
- Drive continuous improvement of People Partner processes, enhancing efficiency and employee experience

Essential Requirements

- Bachelor's degree in Human Resources, business administration, or a related field
- Relevant experience in Human Resources, people partnering, or organizational consulting environments
- Strong knowledge of employee lifecycle processes, including performance management and employee relations
- Proven ability to influence stakeholders and build effective relationships across matrix organizations
- Experience using data and analytics to drive insights and support decision-making
- Strong communication, coaching, and problem-solving skills in complex and dynamic environments

Desirable Requirements

- Experience supporting organizational transformations or change management initiatives
- Familiarity with labor relations, unions, or works council environments

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

Колумбия
Сайт
Bogota (Pharmaceuticals / GDD / NTO / CTS)
Company / Legal Entity
CO01 (FCRS = CO001) Novartis de Colombia S.A
Functional Area
Управление персоналом
Job Type
Full time
Employment Type
Regular
Shift Work
No

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