

P&O People Partner

Job ID
REQ-10082601
июл 13, 2026
Румыния
Available in: English

Сводка

#LI-Hybrid
Location: Bucharest, Romania

People are at the heart of every great business - and this is your opportunity to make a lasting impact. As a P&O People Partner, you'll be a trusted advisor to leaders and associates, helping shape an inclusive, high-performing culture where people can thrive. From driving organizational change and employee experience initiatives to coaching leaders through critical moments that matter, you'll play a pivotal role in bringing our people strategy to life while helping teams navigate growth, transformation, and success.

About the Role

Key Responsibilities

- Partner with leaders and associates on key people decisions and employee lifecycle moments.
- Coach managers on performance, team effectiveness, organizational design, and talent matters.
- Lead local implementation of people initiatives, change programs, and culture transformation efforts
- Drive inclusion, diversity, equity, and belonging priorities across the organization.
- Use data insights to identify trends, mitigate risks, and support informed decision-making.
- Advise on employee relations matters while ensuring compliance with local regulations.
- Support organizational changes, restructurings, and workforce planning activities
- Enhance employee experience through continuous improvement of people processes and services.

Essential Requirements

- University degree (e.g. bachelor)
- Working experience in HR related functions (e.g. partnering with leaders on people topics, employee relations, and organizational changes)
- Strong stakeholder management and coaching skills across diverse business environments.
- Proven ability to lead change initiatives and support business transformation programs.
- Experience using people data and analytics to inform decisions and identify trends.
- Strong project management skills with the ability to manage multiple priorities effectively.
- Fluent English and Romanian with excellent communication, collaboration, and influencing skills

Benefits & Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

Expected Annual Base Salary Range for role: 144.060 - 267.540 RON

The base salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters.

Read our brochure to learn more about our global total rewards offering:

https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

Commitment to Diversity and Inclusion:

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

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 \(PDF 30 MB\)](#)

Primary location salary range
L144,060.00 - L267,540.00

Дивизион
People & Organization
Business Unit
Human Resources

Место
Румыния
Сайт
Bucuresti

Company / Legal Entity
RO07 (FCRS = RO007) NOVARTIS PHARMA SERVICES ROMANIA S.R.L

Functional Area
Управление персоналом

Job Type
Full time
Employment Type
Regular
Shift Work
No

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