

Early Career Business Partner HQ

Job ID
REQ-10084053
июл 30, 2026
Швейцария
Available in: English

Сводка

#LI-Hybrid
Location: Basel, Switzerland

This role is based in Basel, Switzerland. Novartis is unable to offer relocation support for this role. Please only apply if this location is accessible for you.

The Early Career Business Partner for Switzerland supports the Global Early Career Talent Management Center of Excellence in translating the redefined Early Career strategy into business-backed, skills-first talent pipelines. The role partners across business leaders, People & Organization, Talent Management, Recruitment Solutions, Learning, External Workforce Management / Recruitment Process Outsourcing partners and university ecosystems to design, deliver and continuously improve enterprise-priority Early Career interventions that build future-ready capability for Novartis.

About the Role

Key Responsibilities

- Translate and execute the Early Career strategy aligned with future skills priorities and workforce needs across Switzerland.
- Design and deliver end-to-end Early Career programs, including assessments, onboarding, development experiences, career pathways, and program governance.
- Build strategic partnerships with universities and external talent ecosystems to strengthen future talent pipelines and access to critical skills.
- Drive governance, process excellence, and stakeholder enablement by establishing clear frameworks, guidance, and operating models for Early Career initiatives.
- Lead data, analytics, and impact measurement to inform workforce planning, evaluate program effectiveness, and optimize talent investment decisions.
- Enhance the Early Career employee value proposition and talent community experience through engagement initiatives, development opportunities, and future-ready capability building, including AI fluency.

Essential Requirements

- Proven experience in HR / Early Careers implementing strategy aligned with business priorities and future workforce needs.
- Demonstrated ability to design and deliver end-to-end talent programs, including assessments, onboarding, development experiences, career pathways, governance, and success measurement.
- Strong stakeholder management and influencing skills
- Strong analytical and data-driven decision making capabilities with experience using talent insights, workforce planning data and KPIs to drive program effectiveness and continuous improvement.
- Knowledge of future workforce trends and capability building incl. AI, digital skills, learning agility

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: CHF 115 500 - 214 500

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.

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

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.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

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.

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 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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
CHF115,500.00 - CHF214,500.00
Дивизион
People & Organization
Business Unit
Human Resources
Место
Швейцария
Сайт
Basel (City)
Company / Legal Entity
C010 (FCRS = CH010) Novartis International AG
Functional Area
Управление персоналом
Job Type
Full time
Employment Type
Regular
Shift Work
No

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