NOVARTIS

Workforce Strategy Head Development (Cardio-Renal-Metabolic, Immunology and In-Market Brands & Global Health)

Job ID
REQ-10091917
Ноя. 13, 2026
Швейцария

Сводка

#LI-Hybrid

Location: Basel, Switzerland

In this role, you will act as a strategic People & Organization (P&O) partner to senior Development leaders, shaping how complex business challenges are translated into impactful people and organizational strategies and solutions.
Working across a highly matrixed and networked environment, you will shape organizational effectiveness, integration activities, and the evolution of human-AI ways of working, creating value through strong business acumen, influence, and collaboration.
You will influence critical leadership and talent decisions, ensure networked teams operate effectively, and proactively identify where P&O can create the greatest impact on business and portfolio priorities.

About the Role

Key Responsibilities

- **Partner with senior Development leaders** to understand complex business challenges and translate them into clear, pragmatic P&O strategies and solutions that deliver measurable business value.
- **Drive organizational effectiveness across networked and matrixed teams**, optimizing how teams collaborate, make decisions, and deliver against shared business and portfolio priorities.
- **Act as the P&O business lead for strategic integration activities**, shaping the people and organizational approach required to successfully integrate acquired assets and capabilities into the organization.
- **Shape the future of human-AI ways of working**, identifying how AI can evolve roles, workflows, capabilities, and collaboration while maximizing value for the organization.
- **Influence critical organizational and talent decisions**, including senior and business-critical appointments, organizational design considerations, and integration priorities.
- **Navigate complex stakeholder environments and influence without formal authority**, building alignment across senior leaders, P&O partners, and cross-functional teams.
- **Proactively identify where P&O can create the greatest value**, recognizing emerging business challenges and opportunities and responding with agility rather than relying on a predefined or traditional P&O remit.
- **Bring clarity to complexity**, evaluating different solutions and trade-offs and translating them into clear recommendations, decisions, and expected business outcomes.

Essential Requirements

- Significant **P&O/HR business partnering or strategic HR experience within the life sciences industry**. Direct experience within Development is advantageous but not essential.
- **Strong business acumen**, with the ability to understand complex business problems, communicate in business terms, evaluate trade-offs, and connect P&O solutions to tangible business and portfolio outcomes.
- Demonstrated ability to **influence and partner with very senior leaders**, including constructively challenging perspectives and building alignment without relying on formal authority.
- Proven experience operating successfully within **complex, highly matrixed and networked organizations**, with the ability to navigate ambiguity and competing priorities.
- Strong **strategic thinking and problem-solving capabilities**, with the ability to simplify complexity and translate challenges into practical solutions.
- Highly **collaborative and inclusive leadership style**, actively seeking diverse perspectives and using them to strengthen decisions and outcomes.
- **Agile and adaptable mindset**, with the ability to proactively identify where to contribute, shift priorities as business needs evolve, and operate effectively where the remit is not always predefined.
- Strong communication and stakeholder-management skills, with the credibility to engage at senior leadership level.

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: 164,500.00 - 305,500.00 CHF Annual

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.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Long-term equity awards granted at group level may also be part of your package. Further details will be provided during the application process.

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
CHF164,500.00 - CHF305,500.00
Дивизион
People & Organization
Business Unit
Human Resources
Место
Швейцария
Сайт
Basel (City)
Company / Legal Entity
C028 (FCRS = CH028) Novartis Pharma AG
Functional Area
Управление персоналом
Job Type
Full time
Employment Type
Regular
Shift Work
No

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