

HR Business Partner Director (Mexico-based, Supporting US Organization).

Job ID
REQ-10062534
май 15, 2026
Мексика

Сводка

The HR Business Partner Director is dedicated to supporting the US Organization, reporting directly to the Head People & Organization (HR) Customer Engagement USA. The HR Business Partner Director will spend approximately 70% of their time supporting the US Customer Engagement organization and 30% supporting US Global Functions.

#LI-Hybrid
Location: CDMX, Mexico

Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

About the Role

Key Responsibilities:

- Strategic People & Organization (HR) Partnering: Translate strategy and functional plans to design and implement P&O interventions that enable the business agenda while applying data driven and external insights with People & Organization (HR) metrics.
- Talent Management: Develop talent and leadership development strategy and plan; drive the talent agenda in partnership with the business, establishing quality succession planning for critical positions, development plans of key talent and talent strategy to build the leadership pipeline.
- Organizational Development: Develop an organizational design / plan for client groups by utilizing organizational diagnostics; hold the knowledge and outlook for the 3–5-year business plans; establish strategic workforce plans with leaders and develop organization design efficiencies to enable the long-term business strategy
- Data Analytics: Have knowledge of People & Organization (HR) systems. Ability and interest to leverage data & analytics for business insights to inform decisions
- Diversity & Inclusion: Activate business ownership and advise on and handle diversity, equity, and inclusion at all levels
- Rewards & Recognition: Contribute to the development of recognition strategies that facilitate and support the attraction and retention of top performers.
- Leadership: Provide coaching, feedback, learning opportunities and mentoring to support and enable People & Organization (HR) team members in their development.
- Project & Initiatives: Contribute actively to the People & Organization (HR) community and network; actively participate in complex, enterprise People & Organization (HR) projects or initiatives; ensure business representation and alignment.

Minimum Requirements:

- Bachelor's degree required; Master's degree in Human Resources, Psychology, or related field preferred.
- Minimum 10 years of HR experience in Multinational/ global environments, with proven talent management expertise.
- Broad HR expertise (Rewards, Organizational Development, People Analytics, Business Partnering).
- Strong change management, project management, and people leadership skills.
- Experience leading cross-disciplinary, matrixed HR and client teams.
- Strong people leadership skills and experience, including coaching and mentoring skills
- Strong people analytics skills, effectiveness with data/metrics/reporting to inform decision making

Commitment to Diversity & Inclusion:

We are 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 \(PDF 30 MB\)](#)

Дивизион
People & Organization
Business Unit
Human Resources
Место
Мексика
Сайт
INSURGENTES
Company / Legal Entity
MX06 (FCRS = MX006) Novartis Farmacéutica S.A. de C.V.
Functional Area
Управление персоналом
Job Type
Full time
Employment Type

Regular
Shift Work
No

Accessibility and accommodation

Novartis is committed to work with and provide reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to perform the essential functions of a position, please send an e-mail to tas.mexico@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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