

Recruitment Experience Partner Lead - Flex Team

Job ID
REQ-10076087
апр 21, 2026
Ирландия

Сводка

As a REP Lead, you will lead and develop a high-performing REP team and serve as the regional anchor for frontline recruiting - driving capacity planning, consistent execution, and adoption of automation/AI to deliver a fast, fair, and human hiring experience at scale. You will partner closely with RBPs, RS Strategy & Excellence, and Talent Management to ensure clear standards, clean handoffs, and outstanding outcomes for candidates and hiring managers.

This role is based in Dublin. 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

- Team leadership & capacity planning: Plan REP capacity, allocate workload and requisitions, coach the team, and create a culture of ownership, quality, and continuous improvement.
- Process excellence & enablement: Drive consistent use of RS standards and tools (incl. Workday), and foster standardization, automation, and AI enhancements to remove friction and increase speed.
- Frontline recruiting oversight: Ensure high-quality delivery for high-volume roles (L5 and below)—from first interview through offer; support senior/complex hiring (L6+) with shortlist validation, CV review, and reactive sourcing as needed.
- Risk, insights & reporting: Anticipate local hiring risks, implement mitigation plans, and report regional trends and market intelligence to inform strategy. Define and track KPIs that uphold RS quality and consistency.
- Cross-functional partnership: Coordinate closely with RBPs to tailor strategies to business needs and with RS Strategy & Excellence to embed improvements and maintain global standards.

Essential requirements:

- 8+ years' recruiting experience, including experience leading teams in fast-paced, high-volume environments (agency or in-house).
- Demonstrated ability to lead, coach, and scale recruiting teams using standardized processes and technology (e.g., Workday) to deliver consistent outcomes.
- Strength in candidate experience, offer execution, and data-driven decision-making; comfort with automation/AI in recruiting workflows.
- Proven collaboration and influence without authority across regions, functions, and stakeholder groups (RBPs, RS Excellence, Talent Management).

Desirable requirements:

- Experience across multiple functions and European countries, effectively navigating enterprise and local P&O policies and standards.
- Experience leading complex projects with an enterprise dimension.
- Fluency in additional European languages besides English.

Benefits and rewards:

Read our handbook to learn about all the ways we'll help you thrive personally and professionally:

<https://www.novartis.com/careers/benefits-rewards>

Diversity & Inclusion Statement

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, gender, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

Job Description

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
Ирландия
Сайт
Dublin (NOCC)
Company / Legal Entity

IE02 (FCRS = IE002) Novartis Ireland Ltd
Functional Area
Управление персоналом
Job Type
Full time
Employment Type
Regular
Shift Work
No

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