

# Talent Acquisition Executive Sourcer

Job ID  
REQ-10016568  
Jul 21, 2024  
Malaysia

## Summary

To support the Talent Acquisition team in providing top talent to the client organization with appropriate talent to fill open positions; sourcing best talent for the organization and responsible for ensuring that external talent pipelines and succession talents are identified.

## About the Role

### Main Responsibilities:

Your responsibilities include, but not limited to:

- Collaborate with Talent Acquisition Business Partners and Hiring Managers to deliver a strong talent profiles for open roles
- Screening & assessment of talent directly sourced in line with open role requirements
- Build & maintain a strong candidate pipeline to support current and future hiring requirements with specific focus on niche & business critical skill areas
- Guide hiring managers on supply and demand of talent through the use of market intel tools to support data-lead hiring
- Identify, engage and activate passive candidates through Boolean, LinkedIn, specialist channels and innovative search techniques for active and longer-term talent needs
- Proactively share market and competitive intelligence to inform talent, business and organizational design decision
- Provide real time data driven insights to your Head of Talent Acquisition on shifting market dynamics, that can be shaped to inform and influence reward decisions

### What you'll bring to the role:

- University Degree or Master Degree
- Relevant experience in end-to-end recruitment in agency/ consulting and/or in-house recruitment environment with expertise and understanding of the latest regional hiring trends with a focus on the pharmaceutical industry
- Experience of using market intel tools to guide hiring manager decisions
- Ability to build strong professional relationship and act as a trusted advisor
- Creative approach on sourcing strategies and resourceful on how we attract and engage talent
- Experience working within matrix global teams across different time zones and geographies
- Proficient spoken and written English, additional Asian (Thai, Vietnamese, Indonesia, Korean, Mandarin) language advantage

## Why Novartis?

Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us! Learn more here: <https://www.novartis.com/about/strategy/people-and-culture>

You'll receive: You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook. <https://www.novartis.com/careers/benefits-rewards>

Learn more here: <https://www.novartis.com/about/strategy/people-and-culture>

*Commitment to Diversity & Inclusion: Novartis is committed to building an outstanding, inclusive work environment and diverse team's 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>

**Join our Novartis Network:** Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>

**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>

Division

People & Organization

Business Unit

CTS

Location

Malaysia

Site

Selangor

Company / Legal Entity

MY01 (FCRS = MY001) Novartis Corporation (Malaysia) Sdn. Bhd. (19710100054)

Functional Area

Human Resources

Job Type

Full time

Employment Type

Temporary (Fixed Term)

Shift Work

No

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

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