

Director, Executive Talent Scouting

Job ID
REQ-10017515
Aug 20, 2024
Ireland

Summary

We're a team of dedicated and smart people united by a drive to achieve together. You will lead executive talent scouting for a subset of critical roles that matter the most, aligned with both the People & Organization and Talent strategies. As an individual contributor you will have direct partnerships with the business, critical for success is to stay tightly aligned with the members of the Talent & Transformation, Talent Management and Talent Acquisition Leadership Teams. You will report to the Global Head of Precision Talent & Executive Scouting.

About the Role

Key Responsibilities:

- Drive the pipelining strategy of internal & external talent for a subset of enterprise value roles and as input into talent reviews, with updates to business and P&O (HR) stakeholders.
- Build relationships with and vet talent for a subset of enterprise value roles with high touch candidate experience, refine talent pipelines and leverage continuous candidate engagement opportunities. Foster more business leader-led engagement with prioritized talent
- Leads executive recruiting for active Novartis Top Leader (NTL) roles in partnership with key interface partners. Role models the clear delineations between Precision Talent & Pipelining on the enterprise level, in the units, and to Talent Acquisition - that the business will understand
- Promotes our highest standards in Diversity, Equity, and Inclusion (DEI), ensures that candidate pipelines and interview panels are balanced, and report outcomes periodically.
- Understands key markets trends and disseminate external insights with relevant internal parties, especially talent insights, strategic workforce planning & organizational development
- Drive the shared identity of precision talent & executive scouting within talent management, combining the former internally focused succession planning and externally focused scouting
- Increase transparency of pipelines, considering confidentiality; smoothen practical handovers across teams.
- Acts as an ambassador to both internal and external talents

What you'll bring to the role:

Essential Criteria:

- Bachelor Degree required in business administration, social science, computer science, I/O psychology, behavioral economics, mathematics, or political science or related field
- Proven work experience in strategic talent management or acquisition with demonstrated measurable results in work with C-suite executives, preferably in a multinational corporation

- Previous experience in pharmaceuticals / life sciences to understand the value chain and translate business strategy into differentiated talent plans.
- Strong stakeholder and relationship management, with highly professional internal and external networking, preferably with strong internal / external advocacy and sponsorship
- Proven ability to navigate in a matrix environment and leading others without formal authority
- Fluency in English required with excellent oral and written communication skills

Desirable Criteria:

- Advanced degree (MBA / Master of Business Administration)
- Previous work experience in executive search or best in class inhouse talent acquisition or scouting team with executive search focus advantageous (Global level and across functions)

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>

Join our Novartis Network:

If this role is not suitable to your experience or career goals but you wish to stay connected to hear more about Novartis and our career opportunities, join the Novartis Network here:

<https://talentnetwork.novartis.com/network>

Commitment to Diversity & Inclusion: The Novartis Group of Companies are Equal Opportunity Employers and take pride in maintaining a diverse environment. 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. We are committed to building diverse teams, representative of the patients and communities we serve, and we strive to create an inclusive workplace that cultivates bold innovation through collaboration and empowers our people to unleash their full potential

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

Innovative Medicines

Location

Ireland

Site

Dublin (Novartis Corporate Center (NOCC))

Company / Legal Entity

IE02 (FCRS = IE002) Novartis Ireland Ltd

Alternative Location 1

Czech Republic

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

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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