

Director, Leadership development

Job ID
REQ-10031014
Dec 11, 2024
United Kingdom

Summary

Location: London, UK(Remote) or Dublin, Ireland(Hybrid)

About the role:

Would you like to be a Director or Leadership Development? We are seeking a highly skilled and experienced Leadership Development/Organization Development professional to join our team. You will have the opportunity to design and lead enterprise and/or division level interventions to accelerate our business strategy through leaders.

Join our Talent & Transformation team, where we strive to enhance the strength, depth, diversity and impact of our senior leaders, deliver prioritized business improvement work which optimizes the “whole system” of the organization and build a highly engaged, purpose-driven organization in which all our associates are inspired and enabled to do their best work.

About the Role

Key Responsibilities:

- Diagnose and address (through intervention design, collaboration and end-to-end executed interventions) complex leadership challenges at the enterprise or division level in service of embedding and building progress against a framework of leadership skill and expectations to drive company strategy and accelerate business transformation—*out of scope for this role is functional skill development (i.e. sales leadership, manufacturing leadership).*
- Drive outcomes in consultative topic for the business, starting with a focus to leadership skill framework across various leadership subsets/populations. Identifying key areas of intervention, collaborating with partners across talent management, leadership engagement, strategy, organizational development, DEI & Culture, learning etc to bring intervention, skill enhancement and content to develop and enhance skill required for leaders.
- Collaborate/Partner with talent assessment/management and data insights colleagues to apply talent management assessments, emerging data and trends and frameworks as a key driver to shape enhancement of leadership skill to maximum impact for company and strengthen talent/leadership pipeline.
- Lead the development and implementation of high-quality enterprise-wide leadership development (LD) approaches to reinforce application and understanding of expectations of leaders. Deliver content in partnership with colleagues in the LD community and/or external partners for use across the company and deployed in partnership with the learning and leadership engagement organizations (ie. learning

operations/ shared facilitator pools etc).

- Work in an integrated and collaborative way with business leaders, their teams, HR and other functional colleagues. Collectively, these teams address business and leadership development challenges and opportunities in light of company strategy and create/enhance/sustain the organizational capability needed to drive the development of leaders and subsequent impact on strategy.
- Support diagnosis of complex Leadership Development challenges and opportunities at the enterprise or division level relative to area of focus.
- Deliver outcome focused Leadership Development design in co-creation with selected partners (both internal and external). Design will fully encompass impact on current state of system; short and long term thinking for impact, practical and relevant interventions, necessary change management planning to deliver against diagnosis and expected outcomes measurement.
- Actively contribute to the collective capability development of LD as an active member of the LD and HR community in support of business needs.

Essential Requirements:

- University degree in social science/psychology/organizational design, business degree or equivalent.
- Extensive years Leadership Development experience, including many years of complex intervention design at senior levels of organization supported by broader consulting in leadership development, talent, Organisational design, strategy or change management expertise areas.
- Experience in leading large scale, complex leadership development/change management interventions or business improvement projects.
- Experience diagnosing complex organisations and understanding organisational health using various data measurement and analysis methods, combined with the ability to determine and design the appropriate interventions to shift performance outcomes.
- Strong experience with senior executive engagement and facilitation, strong influencing ability through consulting, communication and relationship building skills.
- Experience working in international and global project teams combined with the ability and confidence to work in high-ambiguity environments and coach senior leaders.
- Proven analytical and conceptual skills, combined with ability to implement to business outcomes
- Proven expertise in leadership development and change management methodologies and (successful) global project delivery.
- Strong collaboration and networking with the key partnering communities and other stakeholders.

Desirable Requirements:

- Life science industry expertise.
- Further Education in e.g. Educational Sciences, Change Management, Coaching.
- Previous experience in management consulting or as HR/PO Business partner.

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?

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Division

People & Organization

Business Unit

CTS

Location

United Kingdom

Site

London (The Westworks)

Company / Legal Entity

GB16 (FCRS = GB016) Novartis Pharmaceuticals UK Ltd.

Alternative Location 1

Dublin (NOCC), Ireland

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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