

Talent Acquisition Business Partner

Job ID
REQ-10009021
Jun 03, 2024
India

Resumen

We are seeking an experienced talent acquisition business partner for R&D who will partner with business leaders to drive recruitment efforts and thereby enabling Novartis to get medicines faster to patients across the region. Additionally, this role will support cross-team initiatives that aim to create high quality hiring manager and candidate experience.

About the Role

Major accountabilities:

- To provide recruitment operations, products and services to a dedicated client group and be responsible for the successful delivering of TA programs/policies to the local organization. Ensure the operational conversion of the TA strategic goals within a dedicated client group.
- Support the team in the development of TA strategic objectives & implement efficient and cost-effective recruitment and selection programs that are in line with corporate TA guidelines to source top talents.
- Maintain accurate and efficient TA process (sourcing, selection, hiring) to support the dedicated client group & Provide services covering specific areas of Recruitment, including organizational resourcing needs analysis, recruitment market trends analysis, candidate selection, vendor management, analysis of Recruitment metrics, and/or other Recruitment services.
- Develop and conducts analyzes/research on recruitment issues and provide recommendations to resolve Line Management issues.
- Support personnel cost budgeting process and control & Contribute to TA Projects at country or BU level
- Demonstrated ability to optimize for candidate and hiring manage experience & Proven track record of successfully working in international, multicultural environments.
- Strong stakeholder management skills and experience working with senior hiring managers

Minimum Requirements:

- Minimum 6+ years relevant experience in full life cycle recruitment in agency/ consulting and/or in-house recruitment environment. Understanding of pharma domain hiring is preferred.
- Understanding and demonstrated capability to source passive candidates via niche websites, social media, ATS etc.
- Demonstrated proficiency in understanding organization culture and ability to establish relationships both externally and internally.
- Ability to manage local / global stakeholders in a remote working environment.
- Self-directed, detail oriented, problem solver with a burning desire to contribute.
- High energy, driven, articulate and friendly personality with a customer service mindset & ability of being assertive as in when required.

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

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.

Accessibility and accommodation

Novartis is committed to working with and providing 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 diversityandincl.india@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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>

División

People & Organization

Business Unit

CTS

Ubicación

India

Sitio

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area

Recursos humanos

Job Type

Full time

Employment Type

Regular

Shift Work

No

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representative of the patients and communities we serve.

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