

# People Partner (fix-term)

Job ID  
REQ-10036887  
jan 17, 2025  
Espagne

## Résumé

Location: Barcelona, Spain #LI-Hybride

About the role:

The People Partner act as a trusted advisor offering in-country policy expertise and knowledge to support and educate leaders, managers and associates on all P&O topics on the moments that matter.

People Partners support all divisional customer groups in country enabling the delivery of lifecycle events, the employee value proposition, talent acquisition, talent management, learning, performance management, employee relations, rewards, pay and reporting. In addition, People Partners implement P&O change initiatives at a country level acting as detailed designers and agents of change by working with Business Partners.

The People Partner lead in small countries acts as a single point of contact within country to align on people partner related issues, above country topics and coordination of country team members.

Your responsibilities will be but are not limited to:

## About the Role

- Partnering and coaching managers and associates on People related Processes and moments that matter.
- Drives P&O initiatives, supporting the overall P&O strategy -Activate business ownership and accountability of diversity, equity and inclusion initiatives -Advise on and handle diversity, equity and inclusion at all levels, e.g., gender representation, LGBTI, pay equity -Champions culture and supports implementation of corporate initiatives (e.g. Evolve, hybrid working) -Coaches and guides people managers on role evaluations in line with local governance.
- Communicate full spectrum of inclusion & Psychological Safety -Design new hire onboarding initiatives.
- Drive buy-in and utilization of data and analytics to identify risk and trends, and to apply these business insights to inform decisions and actions.
- Drive D&I efforts and align with global or local initiatives / implementation.
- Drives quality, effectiveness, efficiency and continuous improvement for P&O People Partnering and related processes.
- Embraces customer feedback to understand the customer journey with moments that matter and drives continuous improvement.
- Implement enhancements and modification as necessary to meet both the business and customer needs.
- Ensure compliance with local equity / Equal Employment Opportunity (EEO) regulations -First point of escalation for all leaders and managers on their day-to-day P&O topics, providing expert advice,

guidance and support.

- Lead the delivery of in-country transformations, consult and negotiate with local works council / unions, provide advice and guidance for managers through the local process, oversee associate notice / handover meetings and overall restructuring lifecycle.
- Lead the execution of local implementation of large-scale organizational and day-to-day organizational structure changes, in line with country regulations / policies.
- Leads alignment and harmonization of local regulations with P&O Board; monitors compliance, risk management and review P&O controls (as part of the NFCM framework) working with People Partner team.
- Manage internal movement offers and mobility.
- Promotes the contribution of ideas and solutions to the P&O network (Country Business Partners, Global Business Partners and Country P&O Boards).

### **Minimum Requirements:**

- University degree in Human Resources or equivalent
- Several years of experience within a global environment dealing with high level stakeholders.
- Experience being true business partner for HR community, employees and hiring managers.
- Knowledge of workday is a plus
- Excellent writing and communication skills
- Fluency in Spanish and English is a must

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### **Accessibility and accommodation:**

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in any order to receive more detailed information about essential functions of a position, please send an e-mail to [inclusion.spain@novartis.com](mailto:inclusion.spain@novartis.com) and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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Alternative Location 1  
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Functional Area  
Ressources humaines  
Job Type  
Full time  
Employment Type  
Temporary (Fixed Term)  
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No  
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