

Associate Director Organisation Development

Job ID
REQ-10015827
Lug 17, 2024
Irlanda

Sommario

The Associate Director Organisation Development will be responsible for driving value to Novartis through managing and delivering OD projects that address complex enterprise-wide organizational challenges, as part of the OD CoE team. The role is predominantly project based and involves using Organisation Development and Change (OD) experience on cross divisional business agenda, and it supports the development of OD capability across the company. This enables Novartis to successfully and sustainably drive its transformation, contributing to the mission of reimagining medicine to improve and extend people's lives.

About the Role

Key Responsibilities:

Your responsibilities include, but are not limited to:

OD consulting delivery:

- Contribute to delivery of large scale business projects driving successful outcomes in the area of Organisational Health Diagnostics, Change Management, Strategic Workforce Planning, Team Effectiveness and/or Organizational Design
- Provide advice on change management, team effectiveness and organisational design activities for various business projects, both independently and as part of a team on larger programmes.
- Carry out research, data collection and conduct analysis to help determine OD needs vs demands and to inform quality OD interventions.
- Ensure high business impact through quality delivery, applied consulting skills and stakeholder management, facilitating change in a heavily matrixed and dispersed environment. Often works with senior executives.
- Drives the development of project materials incl. working session content and designing and delivering appropriate interventions, incl facilitation.

Contribution to Global OD CoE:

- Actively contributes to key initiatives that enable the OD function to grow and develop sustainably, in partnership with OD CoE and Division OD colleagues.
- Supports the Global OD strategy implementation with the development of a variety of practices/methods, capability or solution area.
- Actively contributes to the collective capability development of OD as a skills area within P&O by driving a

variety of engagement activities across multiple channels.

- Plays a key role in the Global OD CoE team development by supporting recruitment efforts, acting as a buddy to team members and contributions to healthy team practices
- Acquires professional expertise to provide insight and build technical capability as well as develop professional skills and/or leadership capabilities

Essential Requirements:

- Minimum Bachelor's degree in business or applied behavioral sciences e.g. Strategy, Business Administration, Human Resources, Organizational Development, Psychology or a related discipline
- Certifications in Change management, Facilitation /Coaching, Design thinking, Lean Six Sigma or Agile preferred
- Min. 5-7 years of relevant experience focused on organization and/or workforce transformation, operating model/organization health diagnostics and design, change management, performance improvement and team effectiveness
- Proven experience in contributing to large scale organisation transformation programmes and projects in a consulting organisation, or in an internal consultant role within corporate environment
- Proven expertise in OD and successful track record in application of OD and consulting tools and solutions in solving complex business problems and delivering global projects
- A proven experience in leading and working with multi-disciplinary teams across a dispersed & matrixed organization (e.g. strategy, operations, technology, P&O, etc.)
- Experience in managing senior-level relationships incl. presenting to senior stakeholders or decision makers
- English (both written and spoken)

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>

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 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.switzerland@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>

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

Divisione

People & Organization

Business Unit

CTS

Posizione

Irlanda

Sito

Dublin (Novartis Corporate Center (NOCC))

Company / Legal Entity

IE02 (FCRS = IE002) Novartis Ireland Ltd

Functional Area

Risorse umane

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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