

People Partner Teamlead (f/m/d)

Job ID
REQ-10045979
Apr 14, 2025
Germany

Summary

Verwaltung und Förderung einer dedizierten Agenda für die P&O-Funktion, in der Regel in einem großen/mittleren Land. Verantwortlich für die Umsetzung der definierten P&O-Programme auf der Grundlage der lokalen Initiativen, die von globalen

About the Role

Key responsibilities:

- Accountable for credible P&O People Partnering to leaders, managers and associates, offering advice and guidance on the moments that matter.
- Collaborates with other P&O People Partner Heads in other countries, regions and clusters to maintain a consistent standard globally.
- 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.
- 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.
- Leads the People Partner team to ensure successful country transitions and integrations including effective change management and business continuity.
- Provides coaching and counselling to Country P&O Business Partners on local policies and processes.

What you bring to the role:

- University degree in a relevant field (e.g. business, economics, psychology)
- Significant experience in Operations Management and Execution
- Strong People Leadership skills with the demonstrated ability in leading large and/or diverse multi-functional teams
- Expertise in Project Management
- Proficiency in English and German (written and spoken)
- Proactive mindset paired with an openness to new technology and methods
- Willingness to travel to Nuremberg regularly

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>

You'll receive:

You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook. [Thrive Together \(novartis.com\)](https://www.novartis.com/about/strategy/people-and-culture)

Commitment to Diversity & Inclusion:

Novartis is committed to building an outstanding, inclusive work environment and diverse team's representative of the patients and communities we serve.

Hiring decisions are only based on the qualification for the position, regardless of gender, ethnicity, religion, sexual orientation, age and disability.

Adjustments for Applicants with Disabilities:

The law provides for severely disabled / equal applicants the opportunity to involve the local representative body for disabled employees (SBV) in the application process. If you would like to request this, please let us know in advance as a note on your CV.

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>

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

Universal Hierarchy Node

Location

Germany

Site

Munich (Non-Sales Force) (Novartis Pharma GmbH)

Company / Legal Entity

DE14 (FCRS = DE014) Novartis Pharma GmbH

Alternative Location 1

Nuremberg (Non-Sales Force) (Novartis Pharma GmbH), Germany

Functional Area
Human Resources
Job Type
Full time
Employment Type
Regulär
Shift Work
No
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List of links present in page

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2. <https://talentnetwork.novartis.com/network>
3. <https://www.novartis.com/about/strategy/people-and-culture>
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