

Director, People & Organization (P&O) Business Partner - HR

Job ID
REQ-10082179
июл 02, 2026
США
Available in: English

Сводка

We're a team of dedicated and smart people united by a drive to achieve together. The Director, People & Organization (P&O) Business Partner for US Commercial serves as a strategic co-architect of the business, partnering with senior leaders to shape and execute workforce, talent, and organizational strategies. This role drives organizational performance, transformation and future readiness by integrating business strategy with people, structure and capability decisions, leveraging data, AI-driven insights and external market intelligence. You will continuously build and apply AI and data fluency to reshape how work, talent, and decisions are executed. You will provide strategic consultation to senior leaders in the newly created US Strategy, Platforms & Transformation (SPT) and Insights & Analytics (I&A) functions in the US Commercial business and partner closely with cross-functional stakeholders including P&O colleagues in COEs and the NOCCs (Novartis Operations Centers) that support the US business located in India, Mexico and Ireland to shape and execute on the business objectives.

About the Role

Novartis will not sponsor visas for this position.

Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

This role is required to be in our East Hanover office 3x/week - #Hybrid.

Key responsibilities:

- Strategic Business Partnership - Serve as a core member of the SPT and I&A leadership teams by shaping and challenging business strategy through workforce, talent, organizational, market, and data-driven insights, translating business priorities into actionable P&O strategies aligned with enterprise direction.
- Future Workforce & Capability Strategy - Lead strategic workforce planning to build future-critical capabilities and execute global build, buy, and borrow talent strategies aligned with business growth, product, data, and digital priorities.
- Organizational Design & Operating Model- Lead end-to-end organizational design and operating model evolution, translating structures, roles, governance, decision rights, and ways of working into improved business performance, workflows, talent movements, and performance mechanisms.
- Transformation & Change Leadership - Lead enterprise transformation initiatives by translating strategy into measurable, sustained change across structure, culture, and ways of working, while partnering with business leaders to navigate complexity, ambiguity, and resistance.
- Data, Digital & AI-Driven P&O - Operate as an AI-augmented P&O Business Partner by embedding AI, automation, advanced analytics, and P&O technology into workforce planning, talent decisions, org design, and enterprise initiatives to improve decision quality, transform workflows, enhance efficiency and experience, and advance human-AI workforce integration.
- Executive Coaching & Leadership Effectiveness - Act as a trusted advisor and constructive challenger, elevating leadership impact.
- Talent & Succession Strategy- Own critical talent identification, development, retention, and succession strategies to build strong leadership and capability pipelines while anticipating and mitigating talent risks in competitive and transformation contexts.
- Culture & Performance - Shape a high-performance, accountable, inclusive, and innovation-driven culture aligned to business objectives and Novartis values, enabling agility, execution excellence, employee empowerment, and ownership of outcomes across the business and P&O ecosystem.
- Systems Leadership & P&O Orchestration - Act as the single point of accountability for end-to-end P&O outcomes, orchestrating delivery across COEs, NOCCs, and external partners while ensuring quality, timeliness, business alignment, trusted relationships, and clear performance accountability across the P&O ecosystem.

Essential Criteria

- Bachelor's degree with Advanced degree (MBA, MA/MS in HR, Organizational Development, Industrial Psychology or related field) preferred
- 10+ years of progressive experience in HR / P&O / Talent roles with proven track record partnering with senior executives (VP/SVP level) with experience Executive Coaching and influencing without authority
- Extensive experience in Strategic Workforce Planning with long-term workforce strategy aligned with business and market dynamics
- Organizational Design & Effectiveness – Proven ability to design and implement operating models at scale
- Digital & AI Fluency – Strong understanding and experience with digital, automation, and AI-driven workforce transformation and advanced capability to leverage data for predictive insights and decision-making
- Executive Coaching – Proven ability to influence and coach senior leaders effectively
- Fluency in English both written and verbal.

Benefits & Rewards

The salary for this position is expected to range between \$152,600 and \$283,400 per year. The final salary offered is determined based on factors like, but not limited to, relevant skills and experience, and upon joining Novartis will be reviewed periodically. Novartis may change the published salary range based on company and market factors. Your compensation will include a performance-based cash incentive and, depending on the level of the role, eligibility to be considered for annual equity awards. US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a variety of other benefits. In addition, employees are eligible for a generous time off package including vacation, personal days, holidays and other leaves.

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>

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>

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Benefits and Rewards: Learn about all the ways we'll help you thrive personally and professionally. [Read our handbook \(PDF 30 MB\)](#)

EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

Accessibility & Reasonable Accommodations

The Novartis Group of Companies are 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 application process, or to perform the essential functions of a position, please send an e-mail to us.reasonableaccommodations@novartis.com or call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Дивизион

People & Organization

Business Unit

General Management

Место

США

Состояние

New Jersey

Сайт

East Hanover

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area

Управление персоналом

Job Type

Full time

Employment Type

Regular

Shift Work

No

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