NOVARTIS

Regional Recruitment Leader

Job ID
REQ-10091911
Ноя. 09, 2026
Мексика

Сводка

#LI-Hybrid

Internal title: REP Lead Americas

Location: Mexico City, Mexico

At Novartis, we are reimagining medicine to improve and extend people's lives and this starts with attracting the best talent. As the Recruitment Experience Partner (REP) Americas Regional Lead, you will lead, empower, and develop a high-performing Recruitment Experience Partner (REP) team to deliver exceptional hiring outcomes across the region.

You will shape how we attract talent at scale, drive consistent excellence in recruitment processes, and partner closely with Recruitment Business Partners (RBPs) Teams to anticipate business needs and solve future workforce challenges.

This is a role for a collaborative talent leader who thrives in a fast-paced, global environment, balancing strong leadership of the regional REP team with close partnership across the global Recruitment Solutions organization. You will work closely with peer Regional REP Leads based in Prague and Hyderabad, and the global REP leader based in Dublin, helping to ensure alignment, consistency and shared ways of working across regions.

About the Role

Key Responsibilities

- **Lead, coach, and develop the regional REP team** to deliver high-quality, high-volume recruitment outcomes.
- **Drive capacity and performance management**, ensuring effective workload allocation, prioritization, and achievement of hiring targets.
- **Build a high-performing team culture** based on collaboration, curiosity, accountability, and excellence.
- **Drive operational excellence** through standardized processes, performance metrics, automation, and AI-enabled recruitment solutions.
- **Develop a forward-looking regional recruitment strategy**, translating future business demand into clear capacity, capability, and talent pipeline plans.
- **Leverage data, market intelligence, and hiring trends** to anticipate risks, identify opportunities, and continuously improve recruitment delivery.
- **Build strong partnerships with Recruitment Business Partners and global Recruitment Solutions teams**, connecting regional business needs with global priorities and best practices.
- **Ensure outstanding end-to-end recruitment delivery**, including senior and critical hiring, proactive sourcing, candidate management, and proactive mitigation of delivery risks.

Essential Requirements

- 8+ years' experience in recruitment, either within an agency or in-house talent acquisition team.
- Minimum 3+ years' recent experience leading a sizable recruitment team across a region or globally.
- Demonstrated ability to lead regional teams while operating effectively within a global, matrixed organization.
- Strong collaboration and influencing skills, with experience partnering with senior stakeholders and peers across countries, cultures and time zones.
- Knowledge of the US market would be an advantage.

Commitment to Diversity and Inclusion

Novartis is 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 work with and provide 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 tas.mexico@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

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

Дивизион
People & Organization
Business Unit
Human Resources
Место
Мексика
Сайт
INSURGENTES
Company / Legal Entity
MX06 (FCRS = MX006) Novartis Farmacéutica S.A. de C.V.
Functional Area
Управление персоналом
Job Type
Full time
Employment Type
Regular
Shift Work
No

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