

People & Organization, People Partner

Job ID
REQ-10035662

1月 14, 2025

Canada

摘要

Location: Montreal or Toronto, #LI-Hybrid

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

About the role:

We are seeking a highly motivated and experienced People & Organization, People Partner to join our team. In this role, you will serve as a trusted advisor, driving HR initiatives, promoting diversity and inclusion, and providing guidance on all people-related matters. From talent onboarding to performance management and compliance, you will play a vital role in fostering a positive and inclusive work environment while supporting our organization's purpose of Reimagining the Medicine.

This role will work directly with the cross-functional People & Organization team and reports to the Country Head & VP, People & Organization.

About the Role

Key responsibilities:

- Provide guidance and support to stakeholders (leaders, managers and associates) on P&O matters to ensure informed decision-making and strategic alignment.
- Implement P&O initiatives, supporting the overall strategy and ensure alignment with the global P&O strategy (such as initiatives related to diversity, equity, and inclusion, including gender representation, LGBTI, and pay equity, etc)
- Champion culture and support the implementation of corporate initiatives to all while coaching and guiding people managers on role evaluations in accordance with local governance and guidelines (performance improvement plans, goals and objective-setting, development toolkit etc).
- Design onboarding initiatives that emphasize diversity, equity, inclusion and psychological safety for new hires.
- Leverage data and analytics to identify risks, trends, and business insights.
- Seek and use customer & stakeholder feedback to drive continuous improvements.
- Serve as the first point of escalation for leaders and managers regarding day-to-day P&O topics.
- Lead and manage country-level transformations and provide expert consultations with local employee groups.
- Manage external certifications e.g. Great Place to Work, Top Employer in alignment with country strategy
- Seek employment law advice as needed, represent the company in external employee relations cases (as appropriate), investigate complaints, Speak Up local matters and Conflicts of Interest cases and follow-up on remediation/sanctions. Also, ensure compliance with local regulations and local equity and Equal Employment Opportunity (EEO) regulations.

What you ' ll bring to the role:

Essential:

- A minimum of 2 years experience in a human resources role (pharmaceutical experience a strong asset);
- University degree in human resources or relevant field of study (CHRP an asset);
- Bilingualism, both oral and written, in French and English.
- Demonstrated ability to represent the organization and collaborate across boundaries.
- Strong functional breadth in Human Resources.
- Strict respect for the confidentiality of sensitive information, with a high level of discretion.
- Strong sense of urgency, with the ability to respond quickly to organizational needs and manage unforeseen situations.
- Ability to work autonomously, taking initiative to resolve complex situations effectively.

Desirable:

- Experience leading large and/or diverse multi-functional teams.
- Strong project management skills and ability to manage stakeholder relationships effectively.

Join our team as a People & Organization People Partner and contribute to our mission of

reimagining the medicine. Apply now!

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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部门

International

Business Unit

Innovative Medicines

地点

Canada

站点

Montreal

Company / Legal Entity

CA04 (FCRS = CA004) NOVARTIS PHARMA CANADA INC.

Alternative Location 1

Toronto, Canada

Functional Area
Human Resources

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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