

RS - Function Management & Strategic Partnerships Lead

Job ID
REQ-10070414

2月 18, 2026

Czech Republic

摘要

Relocation Support: This role is based in Prague, Czech Republic or in Hyderabad, India. Novartis is unable to offer relocation support: please only apply if accessible.

This role puts you at the heart of shaping how Recruitment Solutions plans and analyses its business and delivers impact across Novartis. You will lead budget and headcount planning, investment prioritization, and operational alignment—helping the organization focus its resources where they matter most. You will lead Recruitment Solutions Function Management, ensuring that our leadership teams have the insights, structures, and steering mechanisms needed for confident decision making. Acting as the strategic connector across multiple stakeholder groups, you'll guide Recruitment Solutions wide initiatives, strengthen partnerships with key internal functions, and drive value from our vendor ecosystem. If you thrive at the intersection of finance, strategy and HR, this role offers a unique opportunity to influence how our function grows, performs, and innovates.

About the Role

Key Responsibilities

- Lead annual budgeting and headcount planning, ensuring accurate forecasting and transparent cost tracking.
- Maintain the Recruitment Solutions' investment roadmap to guide prioritization and ensure strategic alignment of resources.
- Oversee the vendor ecosystem, ensuring strong performance, value delivery, and effective temporary workforce management.
- Prepare decision enabling materials, insights, and leadership forum content.
- Lead Recruitment Solution wide initiatives, ensuring alignment with strategy, priorities, and organizational needs.
- Strengthen partnerships with internal stakeholders to integrate RS needs into enterprise programs and systems.
- Monitor functional performance through reporting, dashboards, and data driven steering materials.

Essential Requirements

- Solid business planning & analysis experience, including expertise in budget planning, headcount forecasting, and transparent cost management.
- Experience overseeing external vendor ecosystems, including performance evaluation and value delivery.
- Strong capability to lead governance processes and enable effective decision making.
- Demonstrated ability to manage strategic partnerships and collaborate effectively with cross functional teams.
- Ability to translate data and insights into clear reports, dashboards, and leadership.
- Strategy experience in Human Resources desirable.

Benefits & Rewards in CZ: Monthly pension contribution matching your individual contribution up to 3% of your gross monthly base salary; Risk Life Insurance (full cost covered by Novartis); 5-week holiday per year; (1 week above the Labour Law requirement); 4 paid sick days within one calendar year in case of absence due to sickness without a medical sickness report; Cafeteria employee benefit program - choice of benefits from Benefit Plus Cafeteria in the amount of 17,500 CZK per year; Meal vouchers in amount of 105 CZK for each working day (full tax covered by company); Public transportation allowance; MultiSport Card, Employee Share Purchase Plan. Find out more: <https://www.novartis.cz/>

Novartis is committed to building an outstanding, inclusive work environment and diverse teams

representative of the patients and communities we serve.

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
People & Organization

Business Unit
Human Resources

地点
Czech Republic

站点
Prague

Company / Legal Entity
CZ02 (FCRS = CZ002) Novartis s.r.o.

Functional Area
Audit & Finance

Job Type
Full time

Employment Type
Regular

Shift Work
No

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function adjustKalturaPlayer() { var deviceWidth = window.innerWidth ||
document.documentElement.clientWidth || document.body.clientWidth; var mediaElement =
document.getElementById("kalturaplayer69bf3d0764641374580846"); var mediaContainer =
mediaElement.closest('.nc-kaltura-media'); var originalWidth = "1200px"; var originalHeight = "674px";
var originalWidthValue = parseFloat(originalWidth); var originalHeightValue =
parseFloat(originalHeight); var mediaType = "video"; var isResponsive = false; // Get computed styles
of the container element. var parentStyles = window.getComputedStyle(mediaContainer); var
finalWidth = parseFloat(parentStyles.width); if (finalWidth <= 0) var config = { targetId:
"kalturaplayer69bf3d0764641374580846", provider: { widgetId: "10m7rm1pm", partnerId:
"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false,
allowMutedAutoPlay: false, loop: false }, sources: { options: {}, startTime: 0 }, plugins: { download: {
disable: true }, "playkit-js-transcript":{ position: "right", // Default: bottom;( ' left ', ' right', ' top ', 'bottom' ) to
enable transcript. expandMode: "over", // Default: alongside;( ' alongside', ' hidden ', 'over' )
expandOnFirstPlay: false, showTime: true, downloadDisabled: false, printDisabled: false, disable:
true } }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu: false },
components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets: ['Playback',
'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
KalturaPlayer.ui.components.Remove } ] } }; config.plugins.preventSeek = { preventSeekForward:
false, preventSeek: false }; config.plugins.floating = { disable: true }; config.plugins.navigation = {
position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; config.plugins['playkit-
js-hotspots'] = { disable: true }; config.plugins['playkit-js-moderation'] = { disable: true };
config.plugins['playkit-js-info'] = { disable: true }; config.plugins.share = { disable: true };
config.ui.uiComponents = []; config.plugins.googleTagManager = {};
config.plugins.googleTagManager.customEventsTracking = {};
config.plugins.googleTagManager.containerId = 'GTM-57RJQ5';
config.plugins.googleTagManager.customEventsTracking.custom = [];
config.plugins.googleTagManager.customEventsTracking = { preset: { coreEvents: true, UIEvents:
false, playlistEvents: false, castEvents: false } };
```

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try { var kalturaPlayer = KalturaPlayer.setup(config); // Add the player to the global array. if (typeof kalturaPlayerVideos !== 'undefined') { kalturaPlayerVideos.push(kalturaPlayer); } else { var kalturaPlayerVideos = []; kalturaPlayerVideos.push(kalturaPlayer); } // Load the Player for other media. kalturaPlayer.loadMedia({entryId: "1_dgfvmafo"}); setTimeout(() => { setupAutoPause(kalturaPlayerVideos); }, 500); function setupAutoPause(players) { players.forEach((currentPlayer) => { currentPlayer.addEventListener('play', () => { players.forEach((otherPlayer) => { if (otherPlayer !== currentPlayer && typeof otherPlayer.pause === 'function') { otherPlayer.pause(); } })); }); }); } catch (e) { console.error(e.message) }
```



VIDEO

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 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 order to receive more detailed information about the essential functions of a position, please send an e-mail to di.cz@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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2. <https://www.novartis.com/sites/novartiscom/files/novartis-life-handbook.pdf>
3. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Prague/RS---Function-Management---Strategic-Partnerships-LeadREQ-10070414-1>
4. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Prague/RS---Function-Management---Strategic-Partnerships-LeadREQ-10070414-1>