

## Recruitment Business Partner, DDIT

Job ID  
REQ-10072023

4月 28, 2026

Ireland

### 摘要

Please apply only if this location is accessible to you, as relocation support is not available. There are 2 roles available.

#LI-Hybrid

As a Recruitment Business Partner for DDIT, you will play a pivotal role in shaping how Novartis builds the talent that powers its enterprise and digital future. With accountability for hiring across DDIT, you will drive forward looking, high impact talent solutions that enable the business to grow, transform, and succeed.

In this role, you are more than a recruiter—you are a strategic partner and trusted advisor to business leaders and P&O. You will influence critical workforce decisions, elevate how talent is identified and assessed, and embed an innovative, insight driven hiring approach aligned to Novartis' ambition. This is a highly impactful role for someone who wants to shape the future of hiring at scale—bringing strategic vision, deep functional expertise, and operational excellence to deliver lasting value across the organisation.

## About the Role

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### Key Responsibilities

- Act as a strategic hiring advisor to senior DDIT leaders, shaping targeted talent hiring strategies aligned to business priorities, capability roadmaps, and workforce plans.
- Convert DDIT market intelligence, talent trends, and workforce data into clear, actionable recruiting strategies and recommendations.
- Lead rigorous, structured candidate assessment for critical and senior DDIT roles, ensuring consistent, high quality and future ready hiring decisions.
- Direct and enable recruiting delivery teams to achieve timely, high quality outcomes across diverse DDIT hiring volumes and complexity levels.
- Ensure full adherence to global hiring processes, compliance requirements, and recruiting systems throughout the end to end Talent hiring lifecycle.
- Build trusted, consultative partnerships with DDIT stakeholders through transparent communication, insight led guidance, and strong expectation management.
- Capture lessons learned and share best practices to continuously strengthen DDIT Talent hiring capability across Recruitment Solutions.

### Essential Requirements

- Extensive recruitment experience (10+ years) within agency and/or in house talent acquisition environments, with exposure to complex or specialist technology hiring.
- Proven credibility advising senior leaders, demonstrating sound judgement, strong commercial acumen, and the ability to influence at leadership level.
- Demonstrated success designing and delivering targeted hiring strategies for critical roles, informed by business needs and external talent market insights.
- Strong expertise in structured, evidence based candidate assessment for senior and business critical positions.
- Solid knowledge of recruiting systems, tools, and governance frameworks, ensuring consistent compliance with global standards.
- Highly effective communicator, able to translate DDIT hiring insights into clear, compelling narratives that drive decision making and outcomes.

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 \(PDF 30 MB\)](#)

部门

People & Organization

Business Unit

Human Resources

地点

Ireland

站点

Dublin (NOCC)

Company / Legal Entity

IE02 (FCRS = IE002) Novartis Ireland Ltd

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

```
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showSpeedMenu: false }, css : "/modules/custom/arcticnckalturaaddon/css/kalturavideo.css",
components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets: ['Playback',
'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
KalturaPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
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(KalturaPlayer.plugins["transcript"]) { config.plugins["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 }; } if (KalturaPlayer.plugins["preventSeek"]) {
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false, playlistEvents: false, castEvents: false } }; }
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kalturaPlayerVideos = []; kalturaPlayerVideos.push(kalturaPlayer); } // Load the Player for other
media. kalturaPlayer.loadMedia({entryId: "1_dgfvmafo"}); } catch (e) { console.error(e.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/Dublin-NOCC/Recruitment-Business-Partner--DDITREQ-10072023-2>
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