

Early Career Business Partner

Job ID
REQ-10084054

7月 29, 2026

United Kingdom

Available in: English

摘要

#LI-Hybrid
Location: London, UK

This role is based in London, UK. Novartis is unable to offer relocation support for this role. Please only apply if this location is accessible for you.

The Early Career Business Partner supports the Global Early Career Talent Management Center of Excellence in translating the redefined Early Career strategy into business-backed, skills-based talent pipelines across the UK, Ireland, and selected European countries. The role partners with business leaders, People and Organization, Talent Management, Recruitment Solutions, Learning, External Workforce Management and Recruitment Process Outsourcing partners, and university ecosystems to design, deliver, and continuously enhance enterprise-priority Early Career interventions that build future-ready capabilities for Novartis.

About the Role

Key Responsibilities

- Translate and execute the Early Career strategy aligned with future skills priorities and workforce needs across the UK, Ireland, and selected European markets.
- Design and deliver end-to-end Early Career programs, including assessments, onboarding, development experiences, career pathways, and program governance.
- Build strategic partnerships with universities and external talent ecosystems to strengthen future talent pipelines and access to critical skills.
- Drive governance, process excellence, and stakeholder enablement by establishing clear frameworks, guidance, and operating models for Early Career initiatives.
- Lead data, analytics, and impact measurement to inform workforce planning, evaluate program effectiveness, and optimize talent investment decisions.
- Enhance the Early Career employee value proposition and talent community experience through engagement initiatives, development opportunities, and future-ready capability building, including AI fluency.

Essential Requirements

- Proven experience in HR / Early Careers implementing strategy aligned with business priorities and future workforce needs.
- Demonstrated ability to design and deliver end-to-end talent programs, including assessments, onboarding, development experiences, career pathways, governance, and success measurement.
- Strong stakeholder management and influencing skills
- Strong analytical and data-driven decision making capabilities with experience using talent insights, workforce planning data and KPIs to drive program effectiveness and continuous improvement.
- Knowledge of future workforce trends and capability building incl. AI, digital skills, learning agility

Benefits & Rewards

At Novartis, we 're committed to reimagining medicine together - and rewarding the people who make it happen.

Expected Annual Base Salary Range for role: 67 130 -124 670 GBP

The base salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our brochure to learn more about our global total rewards offering:

<https://www.novartis.com/sites/novartiscom/files/novartis-life-handbook.pdf>

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

Commitment to Diversity and Inclusion / EEO paragraph

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>

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

Primary location salary range
£ 67,130.00 - £ 124,670.00

部门
People & Organization

Business Unit
Human Resources

地点
United Kingdom

站点
London (The Westworks)

Company / Legal Entity
GB16 (FCRS = GB016) Novartis Pharmaceuticals UK Ltd.

Functional Area
Human Resources

Job Type
Full time

Employment Type
Regular

Shift Work
No

```
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}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu:
false }, components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets:
['Playback', 'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
kPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
(kPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if
(kPlayer.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 (kPlayer.plugins["preventSeek"]) {
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false, playlistEvents: false, castEvents: false } }; }

```

```

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window.kalturaPlayerVideos = window.kalturaPlayerVideos || []; try { var thumbEmbedPromise =
_thumbnailEmbed({config, mediaInfo: {entryId: "1dgfvmafo"}}); // _thumbnailEmbed() returns a
Promise that resolves with the player instance // when the user clicks the thumbnail. Use .then() to
capture the player directly. thumbEmbedPromise .then(function(player) {
window.kalturaPlayerVideos.push(player); // Notify kaltura_dataLayer.js that a new player is ready so
it can // attach custom event listeners immediately, regardless of when // the user clicked the
thumbnail relative to page load. document.dispatchEvent(new CustomEvent('kalturaPlayerReady', {
detail: { player: player } })); }) .catch(function(error) { console.error(error); }); } catch (e) {
console.error(e.message) }

```

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