

P&O Head ACC region

Job ID
REQ-10088439

九月 25, 2026

Panama

摘要

#LI-Hybrid

Location: Panama City, Panama

Relocation and Visa Sponsorship Support: This role is based in Panama City, Panama.

Novartis is able to offer relocation support or visa sponsorship for this position. Are you passionate about shaping organizations, developing leaders, and driving sustainable business transformation through people? As P&O Head ACC, you will lead the People & Organization agenda for a complex, dynamic, and geographically diverse organization. Working closely with senior business leaders and regional and global P&O teams, you will translate strategic priorities into impactful workforce, talent, culture, and organizational plans. This is a unique opportunity to influence critical decisions, lead meaningful transformation, and create an environment where people and the business can thrive.

About the Role

Key Responsibilities

- Shape and execute the People & Organization agenda in alignment with business and global priorities.
- Translate organizational vision into workforce, talent, culture, and capability plans that enable business performance.
- Lead organizational transformation, restructuring, and change management initiatives across the organization.
- Oversee workforce planning, personnel cost management, productivity analysis, and resource allocation.
- Drive performance management, succession planning, leadership development, and talent growth across the organization.
- Lead strategic People & Organization projects while ensuring effective execution, governance, and stakeholder engagement.

Essential Requirements

- Bachelor's degree in Human Resources, Business Administration, Organizational Psychology, or a related discipline.
 - Significant experience leading Human Resources or People & Organization functions within complex organizations.
 - Demonstrated experience delivering organizational transformation, workforce planning, and change management initiatives.
 - Strong people leadership experience, including performance management, coaching, and talent development.
 - Proven ability to influence senior leaders and translate business strategy into actionable people priorities.
 - Excellent stakeholder management, communication, project leadership, and organizational development capabilities.
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Desirable Requirements

- Experience working across countries within a multinational, regional, or matrix organization.
- Advanced degree in Human Resources, Organizational Development, Business Administration, or a related discipline.

Why Novartis?

At Novartis, our purpose is to reimagine medicine to improve and extend people's lives. As P&O Head ACC, you will help shape the future of the organization by enabling business success through people, culture, capabilities, and leadership. You will collaborate across functions and geographies, guide significant transformation initiatives, and help create an inclusive environment where associates can grow, contribute, and deliver their best work.

Commitment to Diversity and Inclusion

Novartis is committed to creating an outstanding, inclusive work environment and building diverse teams that represent the patients and communities we serve. We value different perspectives, experiences, and backgrounds and are committed to providing equal opportunities throughout the recruitment process.

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
Panama

站点
Panama

Company / Legal Entity
PA13 (FCRS = PA013) Novartis Panama, S.A.

Functional Area
Human Resources

Job Type
Full time

Employment Type
Regular

Shift Work
No

```
var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6abb24ae80930716579917", provider: { widgetId: "10m7rm1pm", partnerId:
"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false, muted: false, loop:
false }, sources: { options: {}, startTime: 0 }, disableUserCache: "true", plugins: {}, sources: { options:
{}, 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"]) {
config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; }
config.plugins.floating = { disable: true }; if (kPlayer.plugins["navigation"]) { config.plugins.navigation =
{ position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; } if
(kPlayer.plugins["hotspots"]) { config.plugins['playkit-js-hotspots'] = { disable: true }; } if
(kPlayer.plugins["moderation"]) { config.plugins['playkit-js-moderation'] = { disable: true }; } if
(kPlayer.plugins["info"]) { config.plugins['playkit-js-info'] = { disable: true }; } if
(kPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents = []; if
(kPlayer.plugins["googleAnalytics"]) { 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 } }; }
```

```
// Ensure the global player registry array always exists, regardless of embed type.
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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3. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Panama/P-O-Head-ACC-regionREQ-10088439-1>
4. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Panama/P-O-Head-ACC-regionREQ-10088439-1>