

# Head of HR (P&O) – Romania

Job ID  
REQ-10013916  
Jul 03, 2024  
Romania

## Summary

Drive business transformation as the Head of HR (P&O) for Romania, translating strategic plans into impactful people initiatives. You'll champion enterprise-wide programs, optimize resource allocation, and foster a culture of diversity, equity, and inclusion. Leveraging your expertise in talent management and organizational development, you'll enhance employee experiences while boosting productivity. Join us to shape the future of our organization, influencing divisional strategy and leading critical HR projects.

## About the Role

### Your key responsibilities:

Your responsibilities include, but are not limited to:

- Develop and execute a country-specific people strategy aligned with global HR initiatives
- Lead organizational change, supporting transformation efforts and restructuring projects
- Optimize workforce planning and resource allocation across projects and departments
- Manage productivity improvements through data-driven analysis
- Cultivate a diverse, equitable, and inclusive workplace culture to enhance business performance
- Implement talent management strategies, focusing on succession planning and skill development
- Partner with leadership to shape divisional strategy and champion the HR agenda
- Oversee critical HR projects, including organizational changes, carve-outs, and redundancies

### What you'll bring to the role:

- 7+ years of experience as a strategic HR Business Partner or Head of HR
- Proven track record in organizational development and change management
- Strong business acumen and stakeholder management experience with the ability to translate strategy into actionable people plans
- Expertise in talent management, performance optimization, and succession planning
- Demonstrated skills in data analytics and HR metrics to drive decision-making
- Fluency in English; Romanian language skills are advantageous
- Exceptional stakeholder management abilities across all organizational levels
- Adaptable leader with a knack for navigating complexity and ambiguity

### Why consider Novartis?

766 million lives were touched by Novartis medicines in 2021, and while we're proud of this, we know there is so much more we could do to help improve and extend people's lives.

We believe new insights, perspectives and ground-breaking solutions can be found at the intersection of medical science and digital innovation. That a diverse, equitable and inclusive environment inspires new ways of working.

We believe our potential can thrive and grow in an unbossed culture underpinned by integrity, curiosity and flexibility. And we can reinvent what's possible, when we collaborate with courage to aggressively and ambitiously tackle the world's toughest medical challenges. Because the greatest risk in life, is the risk of never trying!

### **Imagine what you could do at Novartis!**

#### **Commitment to Diversity & Inclusion:**

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

**Join our Novartis Network:** If this role is not suitable to your experience or career goals but you wish to stay connected to hear more about Novartis and our career opportunities, join the Novartis Network here:

<https://talentnetwork.novartis.com/network>

**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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Division

People & Organization

Business Unit

Innovative Medicines

Location

Romania

Site

Bucuresti

Company / Legal Entity

RO07 (FCRS = RO007) NOVARTIS PHARMA SERVICES ROMANIA S.R.L

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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