

People Partner

Job ID
REQ-10082930
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Индия
Available in: English

Сводка

#LI-Hybrid

Location: Hyderabad, India

About The Role:

As a People Partner, you act as a trusted advisor offering in-country policy expertise and knowledge to support and educate leaders, managers and associates on all HR topics on the moments that matter. People Partners support all divisional customer groups in country enabling the delivery of lifecycle events, the employee value proposition, talent acquisition, talent management, learning, performance management, employee relations, rewards, pay and reporting. In addition, People Partners implement HR change initiatives at a country level acting as detailed designers and agents of change by working with Business Partners.

About the Role

Key Responsibilities:

- Partnering and coaching managers and associates on People related Processes and moments that matter. Embraces customer feedback to understand the customer journey with moments that matter and drives continuous improvement.
- Drives HR initiatives, supporting the overall HR strategy, Activate business ownership and accountability of diversity, equity and inclusion initiatives. Advise on and handle diversity, equity and inclusion at all levels, e.g., gender representation, LGBTI, pay equity -Champions culture and supports implementation of corporate initiatives (e.g. Evolve, hybrid working)
- Communicate full spectrum of inclusion & Psychological Safety -Design new hire onboarding initiatives.
- Drive buy-in and utilization of data and analytics to identify risk and trends, and to apply these business insights to inform decisions and actions.
- Ensure compliance with local equity / Equal Employment Opportunity (EEO) regulations -First point of escalation for all leaders and managers on their day-to-day HR topics, providing expert advice, guidance and support.
- Lead the delivery of in-country transformations, consult and negotiate with local works council / unions, provide advice and guidance for managers through the local process, oversee associate notice / handover meetings and overall restructuring lifecycle.
- Lead the execution of local implementation of large-scale organizational and day-to-day organizational structure changes, in line with country regulations / policies.
- Leads alignment and harmonization of local regulations with HR Board; monitors compliance, risk management and review HR controls (as part of the NFCM framework) working with People Partner team.
- Provides coaching and counselling to Country HR Business Partners on local policies and processes.
- Seeks to establish strong relationships with cross-divisional HR community members to understand needs and challenges and drive continuous improvement.

Essential Requirements:

- MBA in HR or equivalent (preferably full time) with 6 to 12 years of work experience in a HR environment (min. 3 years HR Generalist profile).
- Strong stakeholder management, Bias for Action, customer centricity, influencing skills, capability to build relationships and to work independently.
- Managing complex matrix environments, program/project management skills, and strong cross country collaboration skills.
- Ensure compliance to global/country standards by meeting acceptable tolerances of risks / issues / audit findings.

Desirable Requirements:

- Experience in the pharmaceutical/ life sciences industry.
- Demonstrate ability to leverage data and analytics using AI/automation for business insights to inform business decisions evidenced through positive client feedback.
- Demonstrate service delivery levels are within defined SLAs. Demonstrate simplification and optimization of local People Partner team processes (e.g., time efficiencies, handoff reduction, quality improvement).
- Demonstrate strong change management and transformation capability and adherence to country level process nuances.
- Ability to understand the business nuances and able to process solutions to senior leaders that have impact on the business.

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People & Organization
Business Unit
Human Resources
Место
Индия
Сайт
Hyderabad (Office)

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IN10 (FCRS = IN010) Novartis Healthcare Private Limited
Functional Area
Управление персоналом
Job Type
Full time
Employment Type
Regular
Shift Work
No

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