

## Associate People Partner

Job ID  
REQ-10082932  
июл 10, 2026  
Индия  
Available in: English

### Сводка

#LI-Hybrid

Location: Hyderabad, India

#### About The Role:

Associate People Partner acts as an 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 coordinate HR change initiatives at a country level by supporting Business Partners.

### About the Role

#### Key Requirements:

- Provide support and specific advice for operations on Employee Life Cycle Management. Support the implementation of rewards and incentives. Provide support for Organization Management implementation. Collaborates with first line managers. Support business ownership and accountability of diversity, equity and inclusion initiatives.
- Support and handle diversity, equity and inclusion at all levels, e.g., gender representation, LGBTI, pay equity. Support culture and implementation of corporate initiatives (e.g. Evolve, hybrid working) Guides people managers on role evaluations in line with local governance.
- Communicate full spectrum of inclusion & Psychological Safety. Support on design new hire onboarding initiatives. Support buy-in and utilization of data and analytics to identify risk and trends, and to apply these business insights to inform decisions and actions.
- Support DEI efforts and align with global or local initiatives / implementation. Support quality, effectiveness, efficiency and continuous improvement for HR People Partnering and related processes.
- Embraces customer feedback to understand the customer journey with moments that matter and drives continuous improvement. Implement enhancements and modification as necessary to meet both the business and customer needs.
- 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.
- Support 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.
- Support the execution of local implementation of large-scale organizational and day-to-day organizational structure changes, in line with country regulations / policies. Support 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.
- Manage internal movement offers and mobility. Contributes ideas and solutions to the HR network (Country Business Partners, Global Business Partners and Country HR Boards). Provide credible HR People Partnering to people leaders, manager and associates offering advice and guidance on the moments that matter. 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. Support and coach leaders, manager and associates on all HR topics including promoting self-sufficiency in people processes. Support in country where there is no TAS presence.

#### Essential Requirements:

- 3 to 6 years of work experience in a HR environment, preferably in the pharmaceutical industry.
- MBA in HR or equivalent is a must (preferably full time)
- Strong stakeholder management, customer influence and influencing skills, capable to build relationships and work independently.
- Demonstrate ability to leverage data and analytics for business insights to inform business decisions evidenced through positive client feedback.

#### Desirable Requirements:

- 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).
- Ensure compliance to global standards by meeting acceptable tolerances of risks / issues / audit findings. Lead and project manage the delivery of HR initiatives against agreed timelines, scope and objectives (time, cost, quality).
- Monitor and ensure FTE cost control, operational costs, budgeting processes and SLAs are met and remain compliant.

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