

## People Partner

Job ID  
385879BR

Jan 08, 2024

South Korea

### About the Role

Location: Korea

About this role: To act as a trusted advisor offering in-country policy expertise and knowledge to support and educate all associates in relevant areas: to support the People & Organization (P&O) Business Partner in the operational conversion and manage People management life cycle to delivery of the P&O strategic goals and act as a liaison between the clients and other P&O team in close cooperation with the respective COE.

#### Key Responsibilities:

- Drive quality, effectiveness, efficiency, and continuous improvement for P&O People Partnering and related processes.
- First point of escalation for all associates on their day-to-day P&O topics, providing expert advice, guidance, and support.
- Support and coach on P&O topics including promoting self-sufficiency in people processes.
- Provide credible P&O People Partnering to all associates offering advice and guidance on the moments that matter.

- Drive consensus and utilization of data and analytics to identify risk and trends, and to apply these business insights to inform decisions and actions. (e.g., Headcount analysis)
- Contribute alignment and harmonization of local regulations within P&O team (incl. COE); monitors compliance, risk management and review P&O controls (e.g., NFCM framework) working with P&O business partner team.
- Support and project manage the delivery of local and global P&O initiatives in aspects of time, cost, quality. (e.g., D&I, psychological safety, etc.)
- Design new hire onboarding initiatives / Local benefits program/ other Korea specific projects

## Diversity & Inclusion / EEO

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

## Role Requirements

### Essential Requirements:

- University level degree or equivalent in Business, Marketing or any related field.
- Proficient in English and Korean both written and spoken, excellent communication skills.
- At least 8 years of total relevant experience in Human Resources.
- Previous experience within pharmaceutical/healthcare industry is desirable.
- Experienced in project & operations management.
- Able to work with ambiguity and adapt to rapidly evolving environment.
- Work independently and in a team in understanding and resolving issues.
- Strong interpersonal skills to work across a matrix organization and collaboration across boundaries

### Why Novartis:

Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us!

Learn more here: <https://www.novartis.com/about/strategy/people-and-culture>

You'll receive: You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook. <https://www.novartis.com/careers/benefits-rewards>

### 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>

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up:  
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Division  
People & Organization

Business Unit  
P&O TO BE REMAPPED

Location  
South Korea

Site  
Seoul

Company / Legal Entity  
NOV KOR

Functional Area

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Human Resources

Job Type  
Full Time

Employment Type  
Regular

Shift Work  
No

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People Partner

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