

# Development China Country P&O Head

Job ID  
REQ-10013857  
Sep 03, 2024  
China

## Summary

-To champion the People and Organization agenda by advising, coaching and influencing leadership teams of Development China to help implement the near and longer term business strategy and plans at a Regional / Cluster / Country level. As a strategic business advisor and coach, the Business Partner applies P&O consulting skills with data driven and external market insights to deliver an organizational aligned workforce strategy with talent interventions that span diversity and inclusion; talent management; organization design and effectiveness; culture; transformation and change; and employee experience. In addition, Business Partners liaise with People Partner teams on local change delivery and complex or high-profile P&O cases.

## About the Role

### Major accountabilities:

- Activate business ownership and accountability of diversity, equity and inclusion initiatives
- Advise business leaders and functional teams of Development China on strategic and operational execution, including team effectiveness, change management, organizational design, performance management, talent, retention and engagement.
- Advise on and handle diversity, equity and inclusion at all levels, e.g., gender representation, LGBTIQ+, pay equity -Coach leaders on team priorities and objectives linked to purpose and strategy, helping collaborate with other teams, manage across the matrix, remove obstacles and overcome silos.
- Contribute actively to the P&O community and network. Be a member of the China Country P&O Board.
- Act as a leader and collaborate with internal and external partners building P&O thought leadership.
- Develop an organizational design / plan for client groups by utilizing organizational diagnostics.
- Develop talent and leadership development strategy and plan.
- Directly influence the business strategy and translate strategy and functional plans to design and implement people and organizational interventions that support the vision while applying data driven and external insights with P&O metrics.
- Drive the talent agenda in partnership with the business, establishing quality succession planning for critical positions and business value roles, development plans of key talent and talent strategy to build the leadership pipeline.
- Enhance leadership capabilities through coaching and drive client leadership teams to set up a solid governance structure, operating models and culture to enable and fulfill strategic business objectives.
- Hold the knowledge and outlook for the 3-5 year business plans.
- Establish strategic workforce plans with leaders and develop organization design efficiencies to enable the long-term business strategy.
- Identify required critical capabilities for the future and establish plans to meet capability gaps at the organization and individual level.

- Instigate career and development conversations with business leaders, understanding aspirations, skills and the capabilities required.
- Lead the cultural change agenda in partnership with People Partners across all levels of the client groups.
- Provide coaching, feedback, learning opportunities and mentoring to support and enable P&O team members in their development.
- Utilize consulting skills to influence, coach and provide feedback to leaders at all levels, ensuring our core values are lived every day and empower individual growth.

**Key performance indicators:**

- Champion the Novartis Culture Transformation with measurable interventions evidenced in Our Voice scores.
- Demonstrate ability to leverage data and analytics for business insights to inform business decisions evidenced through positive client feedback.
- Demonstrate effective execution of organization transformations through client feedback and measurable project outcomes.
- Demonstrate enterprise leadership that inspires collaboration and generates new solutions that meet the needs of the business.
- Develop an impactful P&O Strategic Plan for client groups aligned to business priorities; developed based on deep business acumen and understanding of key P&O drivers.
- Drive the talent cluster / country agenda in partnership with the business, establishing quality succession planning for critical positions and business value roles, development plans of key talent and talent strategy to build the leadership pipeline.

**Minimum Requirements:**

**Work Experience:**

- Strategy Development.
- Major Change.
- Industry/ Business Exposure.
- People Leadership.
- Collaborating across boundaries.

**Skills:**

- Business Acumen.
- Coaching.
- Compliance & Risk Management.
- Connecting The Dots.
- Consulting.
- Data Driven Decision Making.
- Influencing.
- Leadership Development.
- Managing Change.
- Matrix Collaboration.
- Organization Design.
- Organization Health.
- Project Management.
- Stakeholder Management.

- Strategic Workforce Planning.
- Talent Development.
- Talent Pipelining.
- Vision & Purpose (Strategy To Story).

**Languages :**

- English.
- Local Language: Mandarin

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TEst Hello

Division

People & Organization

Business Unit

Innovative Medicines

Standort

China

State

Beijing

Site

Shanghai (Shanghai)

Company / Legal Entity

CN14 (FCRS = CN014) China Novartis Institutes for BioMedical Research Co., Ltd.

Functional Area

Humanressourcen

Job Type

Full time

Employment Type

Regular

Shift Work

No

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