

# Talent Acquisition Business Partner

Job ID  
REQ-10029588  
Nov 14, 2024  
Mexico

## About the Role

#LI-Hybrid

### Key Responsibilities:

- Ensure the operational conversion of the Talent Acquisition strategic goals within a dedicated client group.
- Coordinate and support the efficient implementation of recruitment strategies, processes and services to the local organization
- recruitment branding program, Diversity & Inclusion recruitment initiatives, online recruitment, talent mapping and external talent pipeline management).
- Facilitate best practice Talent Acquisition process within the assigned function (sourcing, selection, hiring).
- Identify innovative ways of candidate sourcing and develop and implement new recruitment/ assessment tools based on market research.
- Benchmark existing processes, look externally for best practices and recommend improvements to Talent Acquisition deliverables -Provide recommendations and solutions covering specific areas of Recruitment including organizational Resourcing needs analysis, Recruitment market trends analysis, candidate selection, vendor management, analysis of Recruitment metrics, and/or other Recruitment services.
- Establish close relationships with leading executive search agencies at a global level to get first hand access to top candidates.
- Support / participate in budget planning discussions, SLA process.
- Participate in, or lead Talent Acquisition projects at country or BU level.
- Reporting of technical complaints / adverse events / special case scenarios related to Novartis products within 24 hours of receipt

### Essential Requirements :

- Experience of at least 5 years managing the end to end process as Talent Acquisition Business Partner, for Information Technology (IT) Mexico and regional in LACan (a plus)
- Stakeholder Management, Internal Client Relationship, Experience in a matrix, Sourcing for niche candidates, Behavioral based interviews.
- English and Spanish at an advanced level

### Desirable Requirements :

- Experience in Workday
- Additional language such as Portuguese or French is a plus

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

## Role Requirements

**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:

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

**Benefits and Rewards:** Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

Division

People & Organization

Business Unit

CTS

Location

Mexico

Site

INSURGENTES

Company / Legal Entity

MX06 (FCRS = MX006) Novartis Farmacéutica S.A. de C.V.

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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