

Director, Associate Engagement & Culture Communications " >

Job ID
325868BR
USA

Job Description

There are more than 14,000 people working to reimagine medicine across Novartis in the US.

As the Director, Associate Engagement & Culture Communications at Novartis, you play a lead role in shaping the employee experience for all US headquarter and field-based associates, supporting them in our curious, inspired and unbossed culture journey and engaging them in the overall Novartis business strategy.

- Lead development and execution of the associate engagement/culture communications strategy across the US businesses in partnership with P&O and supportive of the overall Novartis business strategy and aligned to the Global culture agenda.
- Partner with D&I to lead, develop and execute communications in support of enterprise D&I strategy.
- Deliver employee engagement communications programs aligned to needs of US audiences (FF&HQ), collaborate across divisions and lead cross-function conversations to deliver a consistent experience for NVS associates through our enterprise-wide employee engagement communications and programs.
- Lead enterprise-wide change initiatives aimed at supporting associate engagement and culture journey.
- Liaise with and help manage the US CLT as key stakeholders in the enterprise employee engagement program working closely with the US Head of Associate Engagement. Measure impact and progress of core programs and make recommendations based on results for future areas of focus.
- Share accountability and ownership of enterprise wide associate engagement priorities and objectives ensuring resources are allocated to the right priorities and making trade-offs where necessary to deliver the biggest business impact.
- Responsibility for one direct report.

We believe the answers are found when curious, courageous, and collaborative people like you are brought together in an inspiring environment. Where you are given opportunities to explore the power of digital and data, empowered to risk failure by taking smart risks, and where you're surrounded by people who share your determination to seek the world's toughest medical challenges.

Join us as we reimagine medicine!

Diversity & Inclusion / EEO

The Novartis Group of Companies are Equal Opportunity Employers and take pride in maintaining a diverse environment. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, gender, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status. We are committed to building diverse teams, representative of the patients and communities we serve, and we strive to create an inclusive workplace that cultivates bold innovation through collaboration and empowers our people to unleash

their full potential.

Minimum Requirements

- Bachelor's degree and/or equivalent work-related expertise. With a Concentration in communications, public relations, journalism or change management.
- 10+ years of communications experience preferably in a large, matrixed organization or agency setting is required.
- Healthcare and/or pharmaceutical background preferred, but not required.
- Strategic business partnering capability and ability to counsel and prioritize for greatest business impact.
- Innovative thinker/self-starter.
- Ability to translate of business strategy into communications needs.
- Ability to influence across a matrix organization.
- Ability to manage and coach direct reports.

Why Novartis?

769 million lives were touched by Novartis medicines in 2020, and while we're proud of this, we know there is so much more we could do to help improve and extend people's lives.

We believe new insights, perspectives and ground-breaking solutions can be found at the intersection of medical science and digital innovation. That a diverse, equitable and inclusive environment inspires new ways of working.

We believe our potential can thrive and grow in an unbossed culture underpinned by integrity, curiosity and flexibility. And we can reinvent what's possible, when we collaborate with courage to aggressively and ambitiously tackle the world's toughest medical challenges. Because the greatest risk in life, is the risk of never trying!

Imagine what you could do here at Novartis!

Division

CTS

Business Unit

COMMS & ENGAGEMENT

Location

USA

Site

East Hanover, NJ

Company / Legal Entity

Novartis Corporation

Functional Area

Communications & Public Affairs

Job Type

Full Time

Employment Type

Regular

Shift Work

No

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