

## **Senior IT Talent Acquisition Business Partner - Contract " >**

Job ID  
326746BR  
Ireland

### **Job Description**

4 prime values: Inspired, Curious, Unbossed, and Integrity. That's the culture of Novartis, and as a member of the Novartis Technical Talent Acquisition and Staffing organization you will be responsible for attracting, interviewing and successfully hiring senior rare/niche international talent across EMEA.

You will lead clients and candidates through the lifecycle of talent acquisition, consulting with stakeholders and partnering with Talent Acquisition colleagues towards the shared vision of impacting the quality of patients' lives.

The primary focus of this position will be to source and hire top Digital and IT talent for a number of countries within EMEA across our digital domains and cross-divisional business groups

Due to a significant ramp up plan, we have a number of new contract and permanent opportunities available in this team.

The role will report to the Technical Talent Acquisition Lead for EMEA.

Your responsibilities:

Your responsibilities include but are not limited to:

- Lead the sourcing, assessment, selection and hiring strategies and delivery for your IT & Digital client groups, embarking on major recruitment campaigns, confidential and business critical projects
- Bring insight and creative thinking towards process optimization, offering proactive solutions that tackle hiring obstacles. You'll collaborate with other Talent Acquisition Business Partners and Team Leads across Europe to enable improvements across the recruiting lifecycle
- Being the ambassador and "go to" specialist for recruitment - crafting links between different client groups whilst always representing Talent Acquisition and championing our Employer Brand. You'll responsibly partner with external candidates and vendors whilst showing your passion for the best candidate and client experience, showcasing our Values and Behaviours to the core
- Supporting cross-divisional, cross-team projects and initiatives to improve the candidate, hiring manager and interviewer experience.

## Job Sourcing Statement

**You are applying to be part of the Novartis Talent Pool.** We are not currently recruiting for this role but we are building a pipeline for future opportunities. If you would like to be considered for a similar position in future, then please submit your CV.

## Minimum Requirements

What you'll bring to the role:

- Bright, quick-thinking, curious mind
- Experienced Talent Acquisition professional managing end-to-end recruitment and hands-on delivery for hiring within international environments: with a strong understanding of IT and/ Digital recruitment highly preferred, otherwise similar environment attracting bright niche talent
- Passionate about strategic and hands-on operational Talent Acquisition, you helped clients exceed hiring expectations and sensitively partnered with candidates in all aspects of their application, interview, offer and relocation experience. You take ownership and accountability across the talent acquisition lifecycle
- Good behavioural / competency-based interviewing and candidate assessment experience. You demonstrate curiosity for candidates and matching their talent to positions not only for your employer, also for the candidate's career
- Strong customer partnership approach, used to quickly understanding organizational culture and establishing meaningful external and internal relationships; persuasive, succeeding through influence; pro-active, resilient and results-driven, responding constructively to different ideas and inputs; superior multi-tasking and prioritization, problem solving and organizational skills; cooperative team member, flexible and adaptive to change.
- Business-level/fluent English with excellent interpersonal and communication skills, you consider the impact of what you write and say and how your language affects others. You enjoy working with different nationalities, languages, thinking styles and approaches to work
- Office IT and technology-strong: MS Office, social media sourcing, Applicant Tracking Systems (e.g. BrassRing, Workday), teleconference/video interviewing systems. Used to interpreting data using excel

Why consider Novartis?

769 million. That's how many lives our products touched in 2020. And while we're proud of that fact, in this world of digital and technological transformation, we must also ask ourselves this: how can we continue to improve and extend even more people's lives?

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

Imagine what you could do at Novartis!

Novartis Ireland Ltd. has been certified as a Top Employer 2021 by the Top Employers Institute for its exceptional employee offerings.

Commitment to Diversity & Inclusion:

Novartis embraces diversity, equal opportunity and inclusion. 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. Novartis are an equal opportunities employer and welcome applications from all suitably qualified persons

Join our Novartis Network:

If this role is not suitable to your experience or career goals but you wish to stay connected to learn more about Novartis and our career opportunities, join the Novartis Network:

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

#LI-NOV = Novartis

Division

CTS

Business Unit

HR NBS

Location

Ireland

Site

Dublin

Company / Legal Entity

Novartis Ireland Limited

Functional Area

Human Resources

Job Type

Full Time

Employment Type

Temporary

Shift Work

No

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