

Change Lead M/W " >

Job ID
319144BR
Jun 15, 2021
France

Job Description

>2000 - That's the number of associates who will benefit from the changes you will drive in the role of Change Lead in France.

Your responsibilities:

Your responsibilities include, but are not limited to:

- Partner with the CTS (Customer & Technology Solutions) Country Leadership team, global CTS program teams in transforming the organization to achieve its business strategy.
- Define and drive the implementation of the CTS Country change agenda, closely aligned with the global program change teams, ensuring the successful landing of our key CTS programs in our Country organization.
- Enable business value realization by focusing on people-centric change. You will have the responsibility to integrate the various global change initiatives into a comprehensive local agenda, taking into account the local organizational change readiness and local organizational and cultural specifics.
- Use the Novartis change methodology, including organization diagnostics and systems thinking, stakeholder impact assessments, change readiness assessments, storytelling, change communication and change leadership development.

Minimum Requirements

What you'll bring to the role:

- **Experience in the Pharmaceutical industry**
- **Strong written and verbal communication skills as well as solid presentation skills**
- **Flexible and adaptable; able to work in ambiguous situations; a highly organized, energetic, and creative change professional**
- **Must be a team player and able to work collaboratively with and through others**
- **Ability to influence others (senior leadership) and move toward a common vision or goal**

Desirable requirements:

- **Graduate or postgraduate degree; Certified coach preferred**
- **10+ years' experience driving organizational change projects**

You'll receive:

- **Salary range : 64 960€ - 97 440€**
- **An annual bonus**

- **A focus on your career development**
- **Access to our Quality of Life at work programme**
- **Flexible working**
- **Advanced social coverage for you and your loved ones**
- **27 days of paid leave & 14 days of RTT per year**
- **Various employee recognition programs**

Why consider Novartis?

769 million. That's how many lives our products touched in 2019. 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 has been certified as a "Top Employer" in France

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.

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

Business Unit

IT NBS

Location

France

Site

Ile-de-France

Company / Legal Entity

Novartis Pharma France SAS

Functional Area

Human Resources

Job Type

Temps plein

Employment Type

Permanent

Shift Work

Non

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