

People Partner " >

Job ID
329236BR
Oct 06, 2021
Russian Fed.

Job Description

Sandoz Russia is currently looking for 1 new person to join People&Organization team to provide full range of P&O Business Partnering responsibilities to a dedicated client group) and be responsible for a specific area of the function for the successful delivery of P&O programs an policies.

Your responsibilities include, but are not limited to:

- To ensure the operational conversion of the P&O strategic goals within a dedicated client group
- To coordinate and support the implementation of various P&O processes such as recruitment, compensation and benefits, performance management, talent management, succession planning and OTR to achieve the Unit's goals, in close cooperation with the respective process expert(s).
- To implement manpower plans in alignment with the client's Business plan
- To compile specified P&O Key Performance Indicator (KPI) data and format for reporting
- To support personnel cost planning, performing periodic cost and productivity analyses
- To support the budget planning discussions
- To participate or lead P&O Projects at country / BU level

Diversity & Inclusion / EEO

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

Minimum Requirements

You would be a good match for this role, if you have:

- University degree (preferably in HR or related)
- Fluent Russian and English (spoken & written)
- 3-4 years of related experience (e.g. HR Generalist / HR BP/ Junior HR BP)
- Sufficient knowledge of HR processes
- Excellent communications and stakeholders management skills

What we offer for you:

Competitive salary and annual bonus level,
medical insurance (for the employee and children, additional discount given for close relatives),

life insurance, meal allowance, mobile compensation;
Flexible working hours and 2 possible home office days monthly;
Internal and external educational courses and trainings;
Additional 3 days of paid vacation;
Professional and career development opportunities (locally as well as worldwide).

Why consider Sandoz?

Our number 1 priority is to pioneer patient access to better healthcare. We are a company of firsts. 1st to develop an oral penicillin antibiotic. 1st to develop and launch biosimilars. 1st to launch an FDA-cleared digital therapeutic. And we never stop asking: how can we continue to pioneer access in an ever-more digital and global world?

The answers come when curious, courageous and collaborative people are empowered to ask new questions, make bold decisions and take smart risks.

Sandoz, a Novartis division, is a leader in generic and biosimilar medicines and a pioneer in digital therapeutics.

Sandoz 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.

Division

SANDOZ

Business Unit

COMMERCIAL OPS EUROPE SZ

Location

Russian Fed.

Site

Moscow

Company / Legal Entity

ZAO Sandoz

Functional Area

Human Resources

Job Type

Full Time

Employment Type

Regular

Shift Work

No

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