

People Partner Team Lead - Compliance, ER & Programs

Job ID

REQ-10075811

Apr 15, 2026

LOC_IN

About the Role

Key Responsibilities

1. HR Compliance and Statutory Controls

- Deep functional understanding of the labor compliance at the country & state level covering all labor acts, demonstrated experience in engaging with the respective labor compliance departments and officers, representing the organization.
- Champion the compliance controls, risk management & mitigation, as well the governance mechanism to meet the internal & external audit / inspections, proactive partnership with the internal functions to stay complied.
- Play an active role in enabling managers & leaders to enhance awareness of prevailing compliance requirements, frameworks and fundamentals to be at the core of business operations, as well addressing performance gaps and ER matters in an objective way.

2. Employee Relations, ER Governance and Risk Management in partnership with the ER dedicated SME

- Operate as ER counsel for the country P&O team, actively interface and engage with the legal counsel to drive and deploy the ER machinery and framework
- Lead high-risk and executive ER escalations (e.g., sensitive misconduct allegations and potential retaliation risk) with clear stakeholder communication and disciplined case management.
- Coach/guide the ER resource(s) in-country to coordinate litigation-related HR inputs with Legal (e.g., documentation packs, internal records, and stakeholder inputs), build ER capability across People Partners through playbooks, coaching, periodic case reviews, and calibration for consistent outcomes across divisions/entities

3. HR Processes/Initiatives/ Programs Deployment

- Expert and ownership in deploying HR processes as per the service catalog for the country, establish checks and balances to enhance the effectiveness, proactively assess and refine the SLA's, interdependencies, and work with GPO's to influence and shape the process changes.
- Effectively lead and manage all HR vendor engagements, and their services in elevating the overall impact at the functional level, with clear focus on cost and efficiency.
- Actively scout for opportunities to deploy technology and policy/process improvement, and challenge status-quo to enhance the role impact across the people partner function and elevate the operating outlook to stay effective and deliver value to stakeholders.
- Partner, collaborate and influence the broader internal ecosystem (external – vendors as required) to drive policy, compliance and process governance, project manage initiatives within the remit of PP Service Catalog spanning across functions and COE's to collectively address priorities in a timely and most effective manner.

4. People Leadership and Community Building

- Actively recruits capabilities for future success of the team and build a strong and motivated team by assuring development and personal growth is in line with talents and expectations
- Drive simplification and continuous improvement within the team, using structured problem solving and agile ways of working.
- Build partnerships across different areas of HR for effective collaboration and execution.

Essential Requirements:

- 15+ years of experience in HR partnering role/s, with minimum of 6-8 years in managing country labor compliance & ER for a large set up with multi-state operations. strong experience in people management.
- MBA or equivalent in Human Resources and or legal background is preferred.
- Experience as a strategic advisor to business driving HR priorities, enabling high quality talent, performance, and reward outcomes.
- Ability to partner with senior business leaders and HR peers to deliver the talent agenda, with strong stakeholder management and influencing capabilities.
- Role-model self-awareness and a growth mindset through continuous learning
- Recent experience in leading, coaching & mentoring diverse people partner/business partner teams

Desirable Requirements:

- Experience in leveraging AI to simplify people processes, reduce duplication, and shift team capacity toward higher impact, value adding work.
- Experience in Global/ MNC and complex & matrixed organizations.

Role Requirements

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Division

DIV_PO

Business Unit

Human Resources

Location

LOC_IN

Site

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area

FCT_HR

Job Type

Full time

Employment Type

Regular

Shift Work

No

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