

HR Business Partner Director (Mexico-based, Supporting US Organization).

Job ID

REQ-10062534

Apr 17, 2026

LOC_MX

About the Role

Key Responsibilities:

- Strategic People & Organization (HR) Partnering: Translate strategy and functional plans to design and implement P&O interventions that enable the business agenda while applying data driven and external insights with People & Organization (HR) metrics.
- Talent Management: Develop talent and leadership development strategy and plan; drive the talent agenda in partnership with the business, establishing quality succession planning for critical positions, development plans of key talent and talent strategy to build the leadership pipeline.
- Organizational Development: Develop an organizational design / plan for client groups by utilizing organizational diagnostics; hold the knowledge and outlook for the 3–5-year business plans; establish strategic workforce plans with leaders and develop organization design efficiencies to enable the long-term business strategy
- Data Analytics: Have knowledge of People & Organization (HR) systems. Ability and interest to leverage data & analytics for business insights to inform decisions
- Diversity & Inclusion: Activate business ownership and advise on and handle diversity, equity, and inclusion at all levels
- Rewards & Recognition: Contribute to the development of recognition strategies that facilitate and support the attraction and retention of top performers.
- Leadership: Provide coaching, feedback, learning opportunities and mentoring to support and enable People & Organization (HR) team members in their development.
- Project & Initiatives: Contribute actively to the People & Organization (HR) community and network; actively participate in complex, enterprise People & Organization (HR) projects or initiatives; ensure business representation and alignment.

Minimum Requirements:

- Bachelor's degree required; Master's degree in Human Resources, Psychology, or related field preferred.
- Minimum 10 years of HR experience in Multinational/ global environments, with proven talent management expertise.
- Broad HR expertise (Rewards, Organizational Development, People Analytics, Business Partnering).
- Strong change management, project management, and people leadership skills.
- Experience leading cross-disciplinary, matrixed HR and client teams.
- Strong people leadership skills and experience, including coaching and mentoring skills
- Strong people analytics skills, effectiveness with data/metrics/reporting to inform decision making

Commitment to Diversity & Inclusion:

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

Role Requirements

Why Novartis: Helping people with disease and their families takes more than innovative science. It takes a community of smart, passionate people like you. Collaborating, supporting and inspiring each other. Combining to achieve breakthroughs that change patients' lives. Ready to create a brighter future together? <https://www.novartis.com/about/strategy/people-and->

[culture](#)

Benefits and Rewards: Learn about all the ways we'll help you thrive personally and professionally.

[Read our handbook \(PDF 30 MB\)](#)

Division

DIV_PO

Business Unit

Human Resources

Location

LOC_MX

Site

INSURGENTES

Company / Legal Entity

MX06 (FCRS = MX006) Novartis Farmacéutica S.A. de C.V.

Functional Area

FCT_HR

Job Type

Full time

Employment Type

Regular

Shift Work

No

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