

Recruitment Business Partner, DDIT

Job ID

REQ-10072023

Apr 28, 2026

LOC_IE

About the Role

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Key Responsibilities

- Act as a strategic hiring advisor to senior DDIT leaders, shaping targeted talent hiring strategies aligned to business priorities, capability roadmaps, and workforce plans.
- Convert DDIT market intelligence, talent trends, and workforce data into clear, actionable recruiting strategies and recommendations.
- Lead rigorous, structured candidate assessment for critical and senior DDIT roles, ensuring consistent, high-quality and future-ready hiring decisions.
- Direct and enable recruiting delivery teams to achieve timely, high-quality outcomes across diverse DDIT hiring volumes and complexity levels.
- Ensure full adherence to global hiring processes, compliance requirements, and recruiting systems throughout the end-to-end Talent hiring lifecycle.
- Build trusted, consultative partnerships with DDIT stakeholders through transparent communication, insight-led guidance, and strong expectation management.
- Capture lessons learned and share best practices to continuously strengthen DDIT Talent hiring capability across Recruitment Solutions.

Essential Requirements

- Extensive recruitment experience (10+ years) within agency and/or in-house talent acquisition environments, with exposure to complex or specialist technology hiring.
- Proven credibility advising senior leaders, demonstrating sound judgement, strong commercial acumen, and the ability to influence at leadership level.
- Demonstrated success designing and delivering targeted hiring strategies for critical roles, informed by business needs and external talent market insights.
- Strong expertise in structured, evidence-based candidate assessment for senior and business-critical positions.
- Solid knowledge of recruiting systems, tools, and governance frameworks, ensuring consistent compliance with global standards.
- Highly effective communicator, able to translate DDIT hiring insights into clear, compelling narratives that drive decision-making and outcomes.

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_IE

Site

Dublin (NOCC)

Company / Legal Entity

IE02 (FCRS = IE002) Novartis Ireland Ltd

Functional Area

FCT_HR

Job Type

Full time

Employment Type

Regular

Shift Work

No

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