

Senior HR Business Partner

Job ID
REQ-10031631
Feb 07, 2025
Türkiye

Summary

The Senior HR Business Partner in this role champions the P&O (People and Organization) agenda, advising and coaching leadership teams to implement business strategy. They collaborate with People Partner teams on local change delivery and complex P&O cases. The focus is on managing P&O business partnering for the Kurtköy Site, with 300+ employees, in Novartis Türkiye Operations. Experience in a unionized work environment is necessary.

About the Role

Internal job title: Sr. P&O Business Partner

Location: Kurtköy, Istanbul, Turkey #Hybrid

Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

Key Responsibilities:

- **Production Support:** Actively participate in complex P&O projects/initiatives and advise on strategic execution, including team effectiveness, organizational design, talent management, performance, and engagement.
- Enhance leadership capabilities, drive talent agenda, and lead recruitment, performance management, and onboarding processes.
- **Labor Union Management:** Develop and maintain positive relationships with labor unions, ensuring compliance with contractual obligations and conducting regular meetings.
- Lead collective bargaining negotiations, negotiate labor agreements, handle grievances, and ensure compliance with labor laws for fair and harmonious relations between the company and the union.
- **Employee Relations:** Foster positive employee relations through effective communication, conflict resolution, and engagement initiatives, including employee recognition programs.
- Provide guidance, support, and investigate employee complaints to ensure fair treatment and adherence to HR policies and procedures.
- **Compliance and Reporting:** Stay updated on labor laws and regulations to ensure compliance in all HR processes and activities.
- Prepare and submit necessary reports to government agencies, labor unions and stakeholders while maintaining accurate and confidential HR records and documentation.

Essential Requirements:

- Bachelor's degree in Human Resources, Business Administration, or related field.

- 5 years of experience as an HR Manager or similar role, with a focus on labor union (ideally *Petrol-İş*) management incl. leading a bargaining collective agreement process and employee relations.
- In-depth knowledge of labor laws, regulations, and union contracts.
- Strong negotiation, communication, and conflict resolution skills.
- Ability to analyze data and provide recommendations for process improvements.
- Excellent organization and time management skills.
- Familiarity with HR software and systems.
- Excellent command of both written and spoken English, Turkish.

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:

You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook:

<https://www.novartis.com/careers/benefits-rewards>

Commitment to Diversity & Inclusion:

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

Hiring decisions are only based on the qualification for the position, regardless of gender, ethnicity, religion, sexual orientation, age and disability.

Join our Novartis Network:

Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>

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Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

Division

People & Organization

Business Unit

Innovative Medicines

Location

Türkiye

Site

İstanbul Kurtköy

Company / Legal Entity

TR01 (FCRS = TR001) Novartis Sağlık, Gıda ve Tarım Ürünleri San. Ve Tic. A.Ş.

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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