

# Senior Talent Acquisition Business Partner - R&D

Job ID  
REQ-10042843  
Mar 05, 2025  
United Kingdom

## Summary

Location: London, UK - Remote working but with frequent visits to the London office(The Westworks) required.  
#LI-Remote

### About the role:

As a member of our Global Talent Acquisition organization, you will be leading end to end recruitment and talent sourcing for positions within our Research & Development(R&D) function. You will act as a company Employer Brand ambassador to the external market by responsibly taking care of candidates, vendors and external associates while showcasing company Values and Behaviors to the core.

The purpose of your role is to support the Research and Development business providing top talent to the organisation by filling open positions; providing excellent recruitment operations, products and services, and by being a strategic partner.

You can truly contribute to making our Talent Acquisition team a best-in-class Center of Excellence.

## About the Role

### Key Responsibilities:

- Sourcing, assessment and selection of candidates for the client group across multiple countries in region Europe.
- Provide effective and strategic partnership to the business keeping in mind internal business context as well as external talent/ market landscape.
- Accountable for the overall recruitment process to ensure recruitment delivery of the open positions for client groups.
- Support the Talent Acquisition(TA) R&D teams in implementing the defined sourcing strategy to attract right talent for the roles. Focus on direct sourcing and reducing agency spend thus resulting in effective cost per hire.
- Ensure outstanding hiring manager and candidate experience throughout the hiring process.
- Adherence to relevant labour and employment law as well as to company HR and TA policies and guidelines.

### Essential Requirements:

- Bachelor's degree or equivalent experience in Human resources area, preferably in Recruitment or Talent Acquisition.

- Sufficient experience within R&D specifically (Biomedical or Development).
- Proficient in English both verbal and written.
- Experience in agency or in-house recruitment environment.
- Demonstrated proficiency in understanding organisation culture and ability to establish relationships both externally and internally.

#### **Desirable Requirements:**

- Ability to handle local/global customers in a remote working environment.
- Experience in recruiting in various countries.
- High energy, driven, eloquent and friendly personality with a partnership attitude.

#### **Commitment to Diversity & Inclusion:**

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

**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>

**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>

**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

Universal Hierarchy Node

Location

United Kingdom

Site

Home Worker

Company / Legal Entity

GB16 (FCRS = GB016) Novartis Pharmaceuticals UK Ltd.

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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1. <https://www.novartis.com/about/strategy/people-and-culture>
2. <https://talentnetwork.novartis.com/network>
3. <https://www.novartis.com/careers/benefits-rewards>
4. [https://novartis.wd3.myworkdayjobs.com/en-US/Novartis\\_Careers/job/Home-Worker/Senior-Talent-Acquisition-Business-Partner---R-D\\_REQ-10042843-2](https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Home-Worker/Senior-Talent-Acquisition-Business-Partner---R-D_REQ-10042843-2)
5. [https://novartis.wd3.myworkdayjobs.com/en-US/Novartis\\_Careers/job/Home-Worker/Senior-Talent-Acquisition-Business-Partner---R-D\\_REQ-10042843-2](https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Home-Worker/Senior-Talent-Acquisition-Business-Partner---R-D_REQ-10042843-2)