

Executive Director/Head - Organization Development

Job ID

REQ-10043518

Mar 07, 2025

USA

Summary

Location: East Hanover, New Jersey (Hybrid)

#LI-Hybrid

To lead the Organization Development (OD) team for the US Commercial business unit, in support of effective diagnosis, design, development and delivery of the organizational capabilities required to ensure the growth of this critical business unit.

The ideal location for this role is East Hanover, NJ but Distance Working Arrangements may be possible, for a reasonable commute to the office on a regular basis (With Distance Working Arrangements there may be some restrictions based on legal entity). Please note that this role would not provide relocation as a result. If associate is remote, all home office expenses and any travel/lodging to East Hanover, NJ site for live meetings will be at the employee's expense. The expectation of working hours and travel (domestic and/or international) will be defined by the hiring manager.

About the Role

Your responsibilities include, but not limited to:

- Reports directly to the US Head of Talent & Development, to lead the Org Development discipline, services and team to provide an overall integrated approach to enabling the people and organizational COE levers to ensure growth of the US portion of the business, in service of our patients.
- Input to the development and implementation of the US Commercial Division's strategic priorities and the broader organization's P&O plan, addressing potential OD-related business opportunities or weaknesses.
- Provide leadership and strategic and operational direction for the organization's OD Team and ensure implementation of the strategy throughout the unit/ region.
- Provide OD solutions and consulting expertise to the ULST and respective P&O Leadership teams on developing strategies, leadership, culture, structures and employee motivation, on managing change and on M&A integration.
- Direct and ensure the efficient implementation of OD processes and programs across the region / organization (e.g. org diagnosis, org design, org health monitoring, organizational transformation/change projects, team effectiveness, Culture development, OTR, etc).
- Diagnose organizational issues, deliver actions plans, and drive OD initiatives based on OTR analysis.
- Build capability and readiness of the line management and P&O organization in foundational org diagnosis, change management skills, team effectiveness, etc.

- Direct the preparation and finalization of OD investments plans and budgets, and manage the budget/resource allocation.
- Direct the development, review and approval of OD policies and procedures and ensure adherence thereof.
- Develop and implement plans to strengthen succession and leadership bench-strength.

What you'll bring to the role:

- Bachelor's degree required, advanced degree preferred.
- Significant demonstrated OD experience, supported by broader consulting, PO, strategy and/or transformation experience. Strong presence with senior executive engagement and facilitation, strong influencing ability including challenge, through consulting, communication and relationship building skills.
- Proven expertise in OD and change management methodologies and (successful) global project delivery of the most complex nature. Proven analytical and conceptual skills, combined with ability to implement and a practical and pragmatic business focus.
- External consulting and/or business leadership experience would be valuable. Experience with Mergers/Acquisitions/Alliances/JV/Restructuring & Divestments
- Fluency in English required, excellent verbal and written communication skills, with strong collaboration and networking skills.

The pay range for this position at commencement of employment is expected to be between \$194,600 to \$361,400 per year; however, while salary ranges are effective from 1/1/25 through 12/31/25, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills, and abilities. The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an "at-will position" and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

Read our handbook to learn about all the ways we'll help you thrive personally and professionally: [novartis-life-handbook.pdf](#).

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>

EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

Accessibility & Reasonable Accommodations

The Novartis Group of Companies are committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the application process, or to perform the essential functions of a position, please send an e-mail to us.reasonableaccommodations@novartis.com or call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Division

People & Organization

Business Unit

CTS

Location

USA

State

New Jersey

Site

East Hanover

Company / Legal Entity

U061 (FCRS = US002) Novartis Services, Inc.

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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