

Early Career Business Partner

Job ID

REQ-10084054

Jul 29, 2026

LOC_GB

About the Role

Key Responsibilities

- Translate and execute the Early Career strategy aligned with future skills priorities and workforce needs across the UK, Ireland, and selected European markets.
- Design and deliver end-to-end Early Career programs, including assessments, onboarding, development experiences, career pathways, and program governance.
- Build strategic partnerships with universities and external talent ecosystems to strengthen future talent pipelines and access to critical skills.
- Drive governance, process excellence, and stakeholder enablement by establishing clear frameworks, guidance, and operating models for Early Career initiatives.
- Lead data, analytics, and impact measurement to inform workforce planning, evaluate program effectiveness, and optimize talent investment decisions.
- Enhance the Early Career employee value proposition and talent community experience through engagement initiatives, development opportunities, and future-ready capability building, including AI fluency.

Essential Requirements

- Proven experience in HR / Early Careers implementing strategy aligned with business priorities and future workforce needs.
- Demonstrated ability to design and deliver end-to-end talent programs, including assessments, onboarding, development experiences, career pathways, governance, and success measurement.
- Strong stakeholder management and influencing skills
- Strong analytical and data-driven decision making capabilities with experience using talent insights, workforce planning data and KPIs to drive program effectiveness and continuous improvement.
- Knowledge of future workforce trends and capability building incl. AI, digital skills, learning agility

Benefits & Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

Expected Annual Base Salary Range for role: 67 130 -124 670 GBP

The base salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our brochure to learn more about our global total rewards offering:

https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

Commitment to Diversity and Inclusion / EEO paragraph

Novartis is 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 \(PDF 30 MB\)](#)

Primary location salary range

£67,130.00 - £124,670.00

Division

DIV_PO

Business Unit

Human Resources

Location

LOC_GB

Site

London (The Westworks)

Company / Legal Entity

GB16 (FCRS = GB016) Novartis Pharmaceuticals UK Ltd.

Functional Area

FCT_HR

Job Type

Full time

Employment Type

Regular

Shift Work

No

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