

P&O Head ACC region

Job ID

REQ-10088439

Sep 25, 2026

LOC_PA

About the Role

Key Responsibilities

- Shape and execute the People & Organization agenda in alignment with business and global priorities.
- Translate organizational vision into workforce, talent, culture, and capability plans that enable business performance.
- Lead organizational transformation, restructuring, and change management initiatives across the organization.
- Oversee workforce planning, personnel cost management, productivity analysis, and resource allocation.
- Drive performance management, succession planning, leadership development, and talent growth across the organization.
- Lead strategic People & Organization projects while ensuring effective execution, governance, and stakeholder engagement.

Essential Requirements

- Bachelor's degree in Human Resources, Business Administration, Organizational Psychology, or a related discipline.
- Significant experience leading Human Resources or People & Organization functions within complex organizations.
- Demonstrated experience delivering organizational transformation, workforce planning, and change management initiatives.
- Strong people leadership experience, including performance management, coaching, and talent development.
- Proven ability to influence senior leaders and translate business strategy into actionable people priorities.
- Excellent stakeholder management, communication, project leadership, and organizational development capabilities.

Desirable Requirements

- Experience working across countries within a multinational, regional, or matrix organization.
- Advanced degree in Human Resources, Organizational Development, Business Administration, or a related discipline.

Why Novartis?

At Novartis, our purpose is to reimagine medicine to improve and extend people's lives. As P&O Head ACC, you will help shape the future of the organization by enabling business success through people, culture, capabilities, and leadership. You will collaborate across functions and geographies, guide significant transformation initiatives, and help create an inclusive environment where associates can grow, contribute, and deliver their best work.

Commitment to Diversity and Inclusion

Novartis is committed to creating an outstanding, inclusive work environment and building diverse teams that represent the patients and communities we serve. We value different perspectives, experiences, and backgrounds and are committed to providing equal opportunities throughout the recruitment process.

Role Requirements

Division

DIV_PO

Business Unit

Human Resources

Location

LOC_PA

Site

Panama

Company / Legal Entity

PA13 (FCRS = PA013) Novartis Panama, S.A.

Functional Area

FCT_HR

Job Type

Full time

Employment Type

Regular

Shift Work

No

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