NOVARTIS

Regional Recruitment Leader

Job ID
REQ-10091911
Nov 09, 2026
LOC_MX

About the Role

Key Responsibilities

- Lead, coach, and develop the regional REP team to deliver high-quality, high-volume recruitment outcomes.
- Drive capacity and performance management, ensuring effective workload allocation, prioritization, and achievement of hiring targets.
- Build a high-performing team culture based on collaboration, curiosity, accountability, and excellence.
- Drive operational excellence through standardized processes, performance metrics, automation, and AI-enabled recruitment solutions.
- Develop a forward-looking regional recruitment strategy, translating future business demand into clear capacity, capability, and talent pipeline plans.
- Leverage data, market intelligence, and hiring trends to anticipate risks, identify opportunities, and continuously improve recruitment delivery.
- Build strong partnerships with Recruitment Business Partners and global Recruitment Solutions teams, connecting regional business needs with global priorities and best practices.
- Ensure outstanding end-to-end recruitment delivery, including senior and critical hiring, proactive sourcing, candidate management, and proactive mitigation of delivery risks.

Essential Requirements

- 8+ years’ experience in recruitment, either within an agency or in-house talent acquisition team.
- Minimum 3+ years’ recent experience leading a sizable recruitment team across a region or globally.
- Demonstrated ability to lead regional teams while operating effectively within a global, matrixed organization.
- Strong collaboration and influencing skills, with experience partnering with senior stakeholders and peers across countries, cultures and time zones.
- Knowledge of the US market would be an advantage.

Commitment to Diversity and Inclusion

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

Accessibility and Accommodation:

Novartis is committed to work with and provide reasonable accommodation to individuals with disabilities. If, because of a

medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to perform the essential functions of a position, please send an e-mail to tas.mexico@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Role Requirements

Division
DIV_PO
Business Unit
Human Resources
Location
LOC_MX
Site
INSURGENTES
Company / Legal Entity
MX06 (FCRS = MX006) Novartis Farmacéutica S.A. de C.V.
Functional Area
FCT_HR
Job Type
Full time
Employment Type
Regular
Shift Work
No
Apply to Job

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Regional Recruitment Leader

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