Access to Experts

Nicola Marchant , Director of Strategic Workforce Planning and Diversity , Astra Zeneca

Nicola Marchant has over 20 years experience in the pharmaceutical industry as a scientist and in recent years an HR professional. Following completion of her PhD at Kings College London she started her career, as a scientist initially employed by a small privately owned French company. Nicola moved to Cheshire in 1996 joining AstraZeneca as the Head of Drug Metabolism in the Central Toxicology Labs. Nicola continued developing her career in DMPK but then in 2004 took the opportunity for a career change, moving into Human Resources within AstraZeneca. Initially Nicola supported the Oncology and Infection Research and Therapy Areas as their HR Business Partner. This was a strategic and global role since the business area has facilities in US, Europe, India and China. In this role Nicola gained experience of change management, the challenge of working globally, and mergers and acquisitions. In 2008 Nicola decided to build on her strong strategic and analytical capabilities and took on the responsibility for developing the centre of excellence for Strategic Workforce Planning and the global strategy for Diversity and Inclusion in AstraZeneca.

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