

Head of Talent & Development Japan

Job ID
REQ-10081865
Июн. 24, 2026
Япония
Available in: English

Сводка

This role leads the Talent & Development agenda for Novartis Japan.

The role is accountable for shaping and delivering an integrated Talent & Development strategy that enables business performance and future readiness. Operating with an enterprise mindset, the incumbent partners closely with business leaders and P&O stakeholders across the International business in Japan to strengthen the talent pipeline and related initiatives.

About the Role

Major accountabilities:

- Help shape and execute a cohesive T&D strategy aligned with the overall business strategy.
- Offer counsel and strategic recommendations on TM organization, tools, and processes.
- Diagnose organizational issues, deliver action plans, and drive Talent Management initiatives based on analytical insights, leveraging AI and data analytics.
- Strengthen succession planning and talent pipeline development using AI-driven solutions to enhance selection, retention, and growth of top talent.
- Lead the efficient implementation of T&D processes and programs across the region / organization and ensure achievement of talent pipeline targets (selection, retention, development and exportation).
- Ensure the correct and timely execution of T&D policies and procedures.
- Manage and develop teams, overseeing various T&D projects with AI integration for improved efficiency.

Minimum Requirements:

Work Experience:

- Cross functional experience
- Talent & Development technical depth
- People Management experience
- Strong communication and relationship building skills
- Global, regional, and in-country experience is ideal
- Ability to support global offers within country

Languages :

- English
- Japanese

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Дивизион
People & Organization
Business Unit
Human Resources
Место
Япония
Сайт
Toranomon (NPKK Head Office)
Company / Legal Entity
JP05 (FCRS = JP005) Novartis Pharma K.K.
Functional Area
Управление персоналом
Job Type
Full time
Employment Type
Regular
Shift Work

No

Accessibility and accommodation

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List of links present in page

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