NOVARTIS

Senior Manager

Job ID
REQ-10088787
Окт. 15, 2026
Япония

Сводка

Serves as a trusted strategic partner to business leaders, helping cultivate a culture of integrity, ethical decision-making, and shared accountability that supports the achievement of business objectives. Advises and supports the business in embedding Ethics, Risk & Compliance principles into day-to-day operations, enabling risk-informed decisions, strengthening governance and accountability, and ensuring compliance with internal policies and external regulations.
当該ポジションは、全てのビジネスリーダーにとって信頼できる戦略的パートナーとして、誠実性と倫理的な意思決定を重視する企業文化の醸成を支援し、事業目標の達成を後押しする。リスクを踏まえた意思決定、ガバナンスおよび説明責任の強化を支援するとともに、社内ポリシーや外部規制への適切な対応を確保しながら、エシックスリスクコンプライアンスの考え方を事業活動に組み込むための助言および支援を提供する。

About the Role

Major Accountabilities:

1. Strategic Business Partnership

- Serve as a trusted strategic partner to designated business functions, enabling risk-informed decision-making that supports the achievement of business objectives.
- Build strong relationships with CLT and CLT-1 leaders, actively participating in strategic discussions and key decision-making processes to provide an ERC perspective.
- Provide expert guidance on applicable laws, regulations, industry codes, and internal policies, and support their effective integration into business activities.

2. Governance & Business Accountability

- Drive the effective implementation of DBE Studio and strengthen governance, accountability, and compliance risk management across the organization.
- Lead the One Governance Committee, supporting appropriate review and decision-making for high-risk activities and critical business matters.
- Strengthen oversight and business accountability through the management of Review Oversight Committees and other relevant governance forums.

3. Risk Management & Compliance Program

- Support the identification, assessment, escalation, and remediation of compliance risks, including the management of speaker event-related incidents.
- Drive Enterprise Risk Management (ERM) and Enterprise Partner Risk Management (EPRM), enabling the business to proactively identify, assess, and manage risks while ensuring appropriate oversight of third-party risks.
- Lead policy management activities and support the effective operation and continuous enhancement of the compliance program.

4. Culture, Capability & Collaboration

- Partner with Field BPs to design and deliver local compliance and integrity training programs, including training on industry codes, MHLW requirements, and organizational culture.
- Collaborate closely with Field BPs and Assurance functions to drive consistent compliance activities and continuous improvement through a PDCA-based approach.
- Promote a culture of integrity, ethical decision-making, and shared accountability across the organization through effective communication, guidance, and stakeholder engagement.

1. Strategic Business Partnership

- 担当ビジネス部門の信頼できる戦略的パートナーとして、事業目標達成に向けたリスクベースの意思決定を支援
- CLT、CLT-1リーダーとの信頼関係を構築し、戦略会議や主要な意思決定プロセスに参画してERCの視点から助言
- 法令・規制・業界コード・社内ポリシーに関する専門的助言を提供し、事業活動への適切な組込みを支援

2. Governance & Business Accountability

- DBE Studioの運用、ガバナンス、説明責任およびコンプライアンスリスク管理の強化を推進
- One Governance委員会を運営し高リスク案件や重要な事業活動に対する適切な審議および意思決定を支援
- 審査監督委員会および関連会議体の運営を通じて、適切な監督体制およびBusiness Accountabilityの強化を推進

3. Risk Management & Compliance Program

- コンプライアンスリスクの特定、評価、エスカレーションおよび改善対応を支援(講演会インシデント対応含む)
- ERM及びEPRMを推進しビジネスによるリスクの主体的な特定・評価・管理、第三者リスクの適切な管理を支援
- ポリシーマネジメントを推進し、コンプライアンスプログラムの効果的な運営を支援する。

4. Culture, Capability & Collaboration

- ローカルトレーニング(規約・MHLW・文化)等をField BPと共に企画・実施し、コンプライアンス及びインテグリティに関する理解向上を図る
- Field BP及びアシュアランス部門と密に連携し一貫性のあるコンプライアンス(PDCA含)活動を推進

Additional Requirements / Expected Behaviors

- Demonstrate a deep understanding of business challenges and contribute to organizational growth and value creation by providing practical, constructive, and expertise-based guidance.
- Embrace change with a positive mindset, adapt flexibly to new roles and responsibilities, proactively identify opportunities, and take ownership of challenges.
- Treat all individuals with respect regardless of role or position, and collaborate across functions, teams, and organizational boundaries to achieve shared objectives.
- Foster an open and constructive culture by welcoming diverse perspectives and encouraging mutual respect, inclusion, and constructive dialogue.
- Build trust and deliver results not only through professional expertise and achievements, but also through respect, collaboration, and positive relationships with others.
- Commit to continuous learning and self-development, strengthening not only technical expertise but also critical thinking, problem-solving, and communication skills, while supporting the growth and development of others and promoting a culture of learning.
- Recognize ERC as a strategic partner that enables business success and contribute to building an organization where high-performing ERC talent is recognized as capable of succeeding across the broader company.
- Continuously develop both technical and leadership capabilities, striving to achieve outstanding results while creating a positive and lasting impact on colleagues, stakeholders, and the organization.
- Embrace the unique opportunities for growth within ERC, where success requires business acumen, collaboration across diverse stakeholders, and the ability to navigate complex challenges, and maintain a growth mindset with ambitious aspirations.
- Consistently demonstrate Novartis Values & Behaviors and act as a trusted and respected partner across the organization.

その他要件：

- Businessの課題を深く理解し、専門性を活かした実践的かつ建設的なアドバイスを提供することで、組織全体の価値創出と成長に貢献すること
- 変化を前向きに受け入れ、新たな役割や責任にも柔軟に対応し、自ら機会を見出して主体的に挑戦すること
- 職責に関係なく他者を尊重し自らの担当領域にとらわれず役割や立場を超えて協働すること
- 多様な意見や考え方を歓迎し、相互尊重に基づくオープンで建設的な組織文化の醸成に貢献すること
- 専門性や実績だけでなく、周囲への敬意と信頼を通じて、共に成果を創出できる人材であること
- 常に自己研鑽に励み、専門性だけでなく、論理的思考力、課題解決力、コミュニケーション力などの幅広い能力を高めるとともに、他者の成長を支援し、学び合う文化の醸成に貢献すること
- ERCを会社の成長を支える戦略的パートナーと認識し、「ERCで活躍した人材は会社のどこでも活躍できる」と評価される組織を共につくること
- その為に、ハードスキル・ソフトスキルの双方を高め続けるとともに、高い成果と周囲へのポジティブな影響力の両方を発揮できる人材を目指すこと
- ERCは専門性だけでなく、ビジネス視点、多様なステークホルダーとの協働、複雑な課題への対応力が求められる組織であり、この環境を自己成長の機会と捉え、高い志を持って挑戦し続けること
- Novartis Values & Behaviorsを体現し、部内外を問わず信頼されるメンバーとなれるよう意識して行動すること

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)

Дивизион
Ethics Risk & Compliance
Business Unit
Audit & Compliance
Место
Япония
Сайт
Toranomon (NPKK Head Office)
Company / Legal Entity
JP05 (FCRS = JP005) Novartis Pharma K.K.
Functional Area
Юристы, Интеллектуальная собственность, Compliance
Job Type
Full time
Employment Type
Regular
Shift Work
No

Accessibility and accommodation

Novartis is committed to working with and providing 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 midcareer-r.japan@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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