

## 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

**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  
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

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](mailto: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.

Job ID  
REQ-10081865

### Head of Talent & Development Japan

[Apply to Job](#)  
Job ID  
REQ-10081865

### Head of Talent & Development Japan

[Apply to Job](#)

---

**Source URL:** <https://novartis.ru/kr-ko/careers/career-search/job/details/req-10081865-head-talent-development-japan>

### List of links present in page

1. <https://www.novartis.com/about/strategy/people-and-culture>
2. [https://www.novartis.com/sites/novartis\\_com/files/novartis-life-handbook.pdf](https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf)
3. <mailto:midcareer-r.japan@novartis.com>
4. [https://novartis.wd3.myworkdayjobs.com/en-US/Novartis\\_Careers/job/Toranomon-NPKK-Head-Office/Head-of-Talent---Development-Japan\\_REQ-10081865](https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Toranomon-NPKK-Head-Office/Head-of-Talent---Development-Japan_REQ-10081865)
5. [https://novartis.wd3.myworkdayjobs.com/en-US/Novartis\\_Careers/job/Toranomon-NPKK-Head-Office/Head-of-Talent---Development-Japan\\_REQ-10081865](https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Toranomon-NPKK-Head-Office/Head-of-Talent---Development-Japan_REQ-10081865)