

## BPA Manager / Senior BPA

Job ID  
REQ-10072559

2月 25, 2026

Japan

### 摘要

IM (Innovative Medicines) Japan is the commercial unit of Novartis Japan and plays a key role in delivering our innovative drugs and treatments to patients in need in Japan. Japan is one of four priority countries in Novartis. BPA (Business planning and analysis) Operations team, together with other BPA colleagues, is part of Finance function within Novartis, reporting into Country CFO, and strive to drive financial excellence, pioneer digital finance transformation, and collaborate for sustainable future enterprise growth.

The open position is an individual contributor role to help achieve BPA Operations key missions by leading the scope in charge: BPA Operations team manages all financial aspects for IM (Japan division, including but not limited to

- Strategic Financial Management: Oversee all financial aspects of IM Japan, including leading the resource allocation discussion and setting local expectation for future growth.
- Operational Efficiency: Provide financial insight for on-going transition to new operating model. Develop and experiment new processes, manage FTE and personnel costs. Also collaborate closely

with Procurement on productivity initiatives.

- Integrated Collaboration: Collaborate with functions such as Strategy and Growth, and G&A functions for financial planning.
- Digital and Process Evolution: Lead the digital shift in Finance and for IM Japan, by focusing on tools such as Genie/GAIA and drive analytic and process standardization with the Global Finance Transformation Team (FTT).
- Future-Ready Planning: Lead the organization in exploring, and experimenting agile budget management model, liaising with the Transformation Management Office and other functions.

## About the Role

Major accountabilities:

- Manage the execution of regional / global strategies for own part of the organization and the correct and timely implementation of BPA processes and policies and ensure adherence thereof.
- Deliver core management reporting and financial planning processes to ensure the effective and timely delivery of insightful, recurring or ad-hoc financial information.
- Lead the development of detailed budget and financial forecasts for use in Global and Regional, country, Business Franchise (BF), and Business Unit (BU) planning.
- Design and maintain early warning systems for financial tracking, ensuring accurate advance warning for all financial results.
- Proactively drive performance and carry out value-added analyses on financial data: Sales trends, Functional Expenses, Other Income and Expenses, Impairment review, Management Cash Flow, Capital Investments, life time costs for projects, NPV etc
- Support the organization ' s leadership team with financial analysis (including Risks and Opportunities analysis), cost analysis and control and drive corrective actions.
- Conduct value added analyses, e.g. Resource Allocation, Profitability analyses, Benchmarking to recommend short -and long-term targets and improvement areas.
- Reporting of technical complaints / adverse events / special case scenarios related to Novartis products within 24 hours of receipt

Key performance indicators:

- Target achievement of Sales / Sales growth, TFC and MR
- Accuracy of budget and estimates as compared to actual
- Availability of analysis in time and of required quality for business leaderships ' decision making
- Specific Franchises output KPIs
- Compliance of financial processes with NFCM requirement and meeting statutory and internal reprinting deadlines
- Customer satisfaction

## Education / Experience:

- Minimum degree acceptable: University degree in Finance or Economics
- Desirable degrees: MBA
- Languages: Fluent in English & Japanese - written and spoken
- Required positions: Extensive experience (minimum 7+ years) at major (international) company in financial administration roles with record of expanding responsibility in business scope. Experience of effective communication and execution in a complex matrix organization.
- Ideal experience: Project Management, Business case management, Financial Management, Functional Breadth.
- Other: Mobility is recommended

## Professional Competencies:

- Strategic & competitive business mindset
- Inspires continuous improvement / innovation and break-through thinking.
- Managing change and ambiguity while focusing on growth and striving to deliver results
- Stakeholder engagement and management in a complex matrix organization
- Operation and execution excellence
- Ability to role-model and lead Novartis' culture journey

## Skills and Knowledge:

- Financial and Management Reporting
- Effective and concise communication of complex models and scenarios
- Analytical thinking and robust financial modelling
- Aligning and influencing key stakeholders and resources towards common goal to drive decisions
- Financial business partnering (market understanding, understanding value drivers, critical thinking, rapid problem solving, insight generation, interpersonal savvy)
- Compliant financial and technical accounting, High integrity on financial compliance and control
- Establishes mutual respect and trust in dealing with others. Open minded to give and receiving feedback.

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: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/sites/novartiscom/files/novartis-life-handbook.pdf>

## 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 [diversityandincl.china@novartis.com](mailto:diversityandincl.china@novartis.com) and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>. You can follow us via Novartis Recruitment WeChat Official Account and Novartis Recruitment WeChat Video Account.

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Benefits and Rewards: Learn about all the ways we'll help you thrive personally and professionally. [Read our handbook \(PDF 30 MB\)](#)

部门  
Finance

Business Unit  
Finance

地点  
Japan

站点  
Toranomom (NPKK Head Office)

Company / Legal Entity  
JP05 (FCRS = JP005) Novartis Pharma K.K.

Functional Area  
Audit & Finance

Job Type  
Full time

Employment Type  
Regular

Shift Work  
No

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function adjustKalturaPlayer() { var deviceWidth = window.innerWidth ||
document.documentElement.clientWidth || document.body.clientWidth; var mediaElement =
document.getElementById("kalturaplayer699fa62aa46d3481473884"); var mediaContainer =
mediaElement.closest('.nc-kaltura-media'); var originalWidth = "1200px"; var originalHeight = "674px";
var originalWidthValue = parseFloat(originalWidth); var originalHeightValue =
parseFloat(originalHeight); var mediaType = "video"; var isResponsive = false; // Get computed styles
of the container element. var parentStyles = window.getComputedStyle(mediaContainer); var
finalWidth = parseFloat(parentStyles.width); if (finalWidth  var config = { targetId:
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disable: true }, "playkit-js-transcript":{ position: "right", // Default: bottom;( ' left ', ' right', ' top ', 'bottom' ) to
enable transcript. expandMode: "over", // Default: alongside;( ' alongside', ' hidden ', 'over' )
expandOnFirstPlay: false, showTime: true, downloadDisabled: false, printDisabled: false, disable:
true } }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu: false },
components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets: ['Playback',
'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
KalturaPlayer.ui.components.Remove } ] } }; config.plugins.preventSeek = { preventSeekForward:
false, preventSeek: false }; config.plugins.floating = { disable: true }; config.plugins.navigation = {
position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; config.plugins['playkit-
js-hotspots'] = { disable: true }; config.plugins['playkit-js-moderation'] = { disable: true };
config.plugins['playkit-js-info'] = { disable: true }; config.plugins.share = { disable: true };
config.ui.uiComponents = []; config.plugins.googleTagManager = {};
config.plugins.googleTagManager.customEventsTracking = {};
config.plugins.googleTagManager.containerId = 'GTM-57RJQ5';
config.plugins.googleTagManager.customEventsTracking.custom = [];
config.plugins.googleTagManager.customEventsTracking = { preset: { coreEvents: true, UIEvents:
false, playlistEvents: false, castEvents: false } };
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try { var kalturaPlayer = KalturaPlayer.setup(config); // Add the player to the global array. if (typeof kalturaPlayerVideos !== 'undefined') { kalturaPlayerVideos.push(kalturaPlayer); } else { var kalturaPlayerVideos = []; kalturaPlayerVideos.push(kalturaPlayer); } // Load the Player for other media. kalturaPlayer.loadMedia({entryId: "1_dgfvmafo"}); setTimeout(() => { setupAutoPause(kalturaPlayerVideos); }, 500); function setupAutoPause(players) { players.forEach((currentPlayer) => { currentPlayer.addEventListener('play', () => { players.forEach((otherPlayer) => { if (otherPlayer !== currentPlayer && typeof otherPlayer.pause === 'function') { otherPlayer.pause(); } })); }); }); } catch (e) { console.error(e.message) }
```



**VIDEO**

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

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