

## Head of Talent & Development Japan

Job ID  
REQ-10081865

6月 24, 2026

Japan

### 摘要

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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部门

People & Organization

Business Unit  
Human Resources

地点  
Japan

站点  
Toranomom (NPKK Head Office)

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

Functional Area  
Human Resources

Job Type  
Full time

Employment Type  
Regular

Shift Work  
No

```
var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6a3d17568fce0668246797", provider: { widgetId: "10m7rm1pm", partnerId:
"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false, muted: false, loop:
false }, sources: { options: {}, startTime: 0 }, disableUserCache: "true", plugins: {}, sources: { options:
{}}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu:
false }, components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets:
['Playback', 'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
kPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
(kPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if
(kPlayer.plugins["transcript"]) { config.plugins["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 }; } if (kPlayer.plugins["preventSeek"]) {
config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; }
config.plugins.floating = { disable: true }; if (kPlayer.plugins["navigation"]) { config.plugins.navigation =
{ position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; } if
```

```
(kPlayer.plugins["hotspots"]) { config.plugins['playkit-js-hotspots'] = { disable: true }; } if
(kPlayer.plugins["moderation"]) { config.plugins['playkit-js-moderation'] = { disable: true }; } if
(kPlayer.plugins["info"]) { config.plugins['playkit-js-info'] = { disable: true }; } if
(kPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents = []; if
(kPlayer.plugins["googleAnalytics"]) { 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 } }; }
```

```
// Ensure the global player registry array always exists, regardless of embed type.
window.kalturaPlayerVideos = window.kalturaPlayerVideos || []; try { var kalturaPlayer =
kPlayer.setup(config); // Add the player to the global array.
window.kalturaPlayerVideos.push(kalturaPlayer); // Load the Player for other media.
kalturaPlayer.loadMedia({entryId: "1d_gfvmafo"}); } catch (e) { console.error(e.message) }
```

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