NOVARTIS

P&O Workforce Strategy Head Development & Biomedical Research Japan

Job ID
REQ-10093293

十一月 20, 2026

Japan

摘要

The P&O Workforce Strategy Head for Development & Biomedical Research Japan champions the People & Organization agenda and partners with business leaders to shape a future-ready organization and workforce that delivers near- and long-term business strategy. As a key member of the Development & Biomedical Research Japan leadership team, the role brings people related insights and an enterprise perspective to broader business topics; coaches and influences leaders; orchestrates people and organizational interventions; and uses analytics, predictive insights, external trends and technology-enabled solutions to improve business and people outcomes. The role aligns people solutions with Novartis culture and creates a human-centered approach in which employees are respected, included and empowered.

About the Role

Major accountabilities:

- **Act as a strategic partner to business leaders.** Co-create a future-ready people and organization strategy that directly supports near- and long-term business priorities. Bring strong business acumen, enterprise perspective and external insight to shape choices, not simply respond to requests. **Success is evident when:** the people agenda is explicitly linked to business strategy, priorities and measurable outcomes.

- **Contribute as a leadership team member.** Sit on the relevant leadership team and bring people, organization and workforce insight to broader business discussions. Build increasing depth of business knowledge and challenge constructively to improve decisions and impact. **Success is evident when:** people implications are considered early in business decisions and the leadership team makes better-informed trade-offs.

- **Lead strategic workforce planning.** Anticipate workforce requirements and risks using analytics, predictive insights, data storytelling and external market trends. Translate business scenarios into choices on capacity, skills, location, workforce mix and timing. **Success is evident when:** leaders have a clear, evidence-based workforce plan that is refreshed as business demands change.

- **Shape future-critical capabilities and talent strategy.** Identify the capabilities, pivotal roles and talent required for an agile, future-ready organization. Connect succession, development, talent allocation and acquisition priorities to business and enterprise needs. **Success is evident when:** critical capability and talent gaps are addressed before they constrain business performance.

- **Redesign roles and workflows for human-technology collaboration.** Help the business redesign work, roles and workflows to maximize collaboration across people, technology, automation and human and AI agents. Clarify interfaces, decision rights and accountability while maintaining a human-centered employee experience. **Success is evident when:** technology-enabled ways of working improve productivity, execution and experience, with clear accountability and responsible adoption.
- **Coach senior leaders and leadership teams.** Coach and influence leaders to navigate ambiguity and complexity, strengthen leadership awareness and effectiveness, role-model leadership expectations and use data and technology to accelerate adoption and impact. **Success is evident when:** leaders demonstrate stronger judgement, accountability, adaptability and team effectiveness.

- **Lead organization change and transformation.** Advise and coach the business through organizational change using sound organization design, change leadership and empathetic implementation. Anticipate resistance, build commitment and track whether new ways of working are embedded. **Success is evident when:** change delivers intended business outcomes and is adopted in a compliant and human-centered way.

- **Build a growth mindset and continuous development culture.** Enable leaders to create an environment of learning, experimentation, feedback and continuous capability development so the organization can thrive in a rapidly evolving talent and technology landscape. **Success is evident when:** employees and leaders continuously build relevant capabilities and apply learning to improve performance.

- **Embed Novartis culture in people and organization choices.** Ensure that organization, talent, leadership and change interventions reinforce a culture in which employees are respected, included and empowered. Use culture and engagement insight to identify barriers to performance and belonging. **Success is evident when:** business performance and employee experience are strengthened through consistent leadership behaviours and inclusive practices.

- **Enable compliant, technology-driven P&O delivery.** Champion compliance with people processes and help leaders use P&O technology, automation solutions and human and AI agents in line with the P&O Strategy. Orchestrate the right P&O interventions while keeping execution with accountable delivery teams. **Success is evident when:** leaders use enterprise processes and technology effectively and experience coherent P&O support.

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)

部门
People & Organization

Business Unit
Human Resources

地点
Japan

站点
Toranomon (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: "kalturaplayer6b00b9ddc7533689476450", 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 } }; }

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