

Head of Talent & Development Japan

Job ID
REQ-10081865
Июн. 24, 2026
Япония

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 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://www.novartis.ru/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
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
5. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Toranomon-NPKK-Head-Office/Head-of-Talent---Development-Japan_REQ-10081865