NOVARTIS

Manager, Field Business Partner

Job ID
REQ-10088836
Окт. 22, 2026
Япония

Сводка

This role is required to strengthen compliance and integrity support across the field organization, particularly within the Sales organization, in close collaboration with HQ ERC Business Partners and Assurance team members. The position provides guidance and support to Sales Directors, District Managers, MRs, and MSLs through participation in sales and district meetings, face-to-face training, and awareness activities to promote understanding and adherence to global policies, internal requirements, industry codes, and fair competition rules. The role also serves as a critical bridge between the field and headquarters by identifying emerging risks, challenges, and field insights, facilitating timely and appropriate responses, and supporting continuous improvement efforts to further strengthen the organization's culture of integrity and compliance.
当該ポジションは、HQ ERCBP及びAssuranceメンバーと連携し、営業本部を中心としたフィールド組織におけるコンプライアンス及びインテグリティの推進を支援する。営業部・営業所会議への参加、営業部長、所長、MR及びMSLへの助言、対面研修及び啓発活動を通じて、グローバルポリシー、社内ルール、業界コード・公正競争規約等の必須要件の浸透を推進する。また、フィールドにおけるリスク、課題および現場の声を適時に把握し、ERCメンバーとの連携を通じて適切な対応および継続的改善を支援するとともに、現場と本社をつなぐ架け橋として組織全体のコンプライアンス文化の強化に貢献する。

About the Role

Major Accountabilities

1. Field Compliance Partnership

- Provide compliance and integrity-related guidance to Sales Directors, District Managers, and field associates.
- Participate in sales, district, and other key business meetings to support risk-informed decision-making and reinforce compliance expectations.

2. Training, Awareness & Policy Deployment

- Design and deliver face-to-face training programs and awareness initiatives for field organizations.
- Drive the effective implementation and understanding of global policies, internal requirements, industry codes, and Fair Competition Code standards across field teams.

3. Field Risk Identification & Escalation

- Proactively identify and monitor field-based risks, business challenges, and compliance concerns.
- Partner with HQ ERC Business Partners, Assurance functions, and other relevant stakeholders to support appropriate escalation, risk mitigation, and issue resolution.

4. Field Voice & Continuous Improvement

- Gather feedback, concerns, and operational insights from field organizations and communicate them to HQ ERC to facilitate informed decision-making.
- Support the continuous improvement of compliance programs, training activities, and business processes by incorporating field perspectives and practical business insights.
- Serve as a bridge between the field and headquarters, promoting two-way communication and helping strengthen a culture of integrity, compliance, and shared accountability.

Major Accountabilities:

1. Field Compliance Partnership

- 営業部長、営業所長及びフィールドメンバーに対し、コンプライアンス及びインテグリティに関する助言を提供
- 営業部会議、営業所会議その他の主要会議に参加し、リスクベースの意思決定を支援

2. Training, Awareness & Policy Deployment

- 対面研修および啓発活動を企画
- 実施•グローバルポリシー、社内ルール、業界コードおよび公正競争規約等の要求事項のフィールドへの浸透を推進

3. Field Risk Identification & Escalation

- フィールドにおけるリスク、課題及びコンプライアンス上の懸念事項を適時に把握
- HQ ERC Business Partner、Assurance部門および関連部門と連携し、適切なエスカレーションおよび対応を支援

4. Field Voice & Continuous Improvement

- フィールドからの意見、課題及び実務上の懸念事項を収集し、本社ERCへフィードバック

- 現場の実態を踏まえたコンプライアンス施策、研修及びプロセスの継続的改善を支援

Additional Requirements / Expected Behaviors

- Demonstrate a deep understanding of business challenges and contribute to organizational growth and value creation by providing practical, constructive, and expertise-based guidance.
- Embrace change with a positive mindset, adapt flexibly to new roles and responsibilities, proactively identify opportunities, and take ownership of challenges.
- Treat all individuals with respect regardless of role or position, and collaborate across functions, teams, and organizational boundaries to achieve shared objectives.
- Foster an open and constructive culture by welcoming diverse perspectives and encouraging mutual respect, inclusion, and constructive dialogue.
- Build trust and deliver results not only through professional expertise and achievements, but also through respect, collaboration, and positive relationships with others.
- Commit to continuous learning and self-development, strengthening not only technical expertise but also critical thinking, problem-solving, and communication skills, while supporting the growth and development of others and promoting a culture of learning.
- Recognize ERC as a strategic partner that enables business success and contribute to building an organization where high-performing ERC talent is recognized as capable of succeeding across the broader company.
- Continuously develop both technical and leadership capabilities, striving to achieve outstanding results while creating a positive and lasting impact on colleagues, stakeholders, and the organization.
- Embrace the unique opportunities for growth within ERC, where success requires business acumen, collaboration across diverse stakeholders, and the ability to navigate complex challenges, and maintain a growth mindset with ambitious aspirations.
- Consistently demonstrate Novartis Values & Behaviors and act as a trusted and respected partner across the organization.

その他要件：

- Businessの課題を深く理解し、専門性を活かした実践的かつ建設的なアドバイスを提供することで、組織全体の価値創出と成長に貢献すること
- 変化を前向きに受け入れ、新たな役割や責任にも柔軟に対応し、自ら機会を見出して主体的に挑戦すること
- 職責に関係なく他者を尊重し自らの担当領域にとらわれず役割や立場を超えて協働すること
- 多様な意見や考え方を歓迎し、相互尊重に基づくオープンで建設的な組織文化の醸成に貢献すること
- 専門性や実績だけでなく、周囲への敬意と信頼を通じて、共に成果を創出できる人材であること
- 常に自己研鑽に励み、専門性だけでなく、論理的思考力、課題解決力、コミュニケーション力などの幅広い能力を高めるとともに、他者の成長を支援し、学び合う文化の醸成に貢献すること
- ERCを会社の成長を支える戦略的パートナーと認識し、「ERCで活躍した人材は会社のどこでも活躍できる」と評価される組織を共につくること
- その為に、ハードスキル・ソフトスキルの双方を高め続けるとともに、高い成果と周囲へのポジティブな影響力の両方を発揮できる人材を目指すこと
- ERCは専門性だけでなく、ビジネス視点、多様なステークホルダーとの協働、複雑な課題への対応力が求められる組織であり、この環境を自己成長の機会と捉え、高い志を持って挑戦し続けること
- Novartis Values & Behaviorsを体現し、部内外を問わず信頼されるメンバーとなれるよう意識して行動すること

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
Ethics Risk & Compliance
Business Unit
Audit & Compliance
Место
Япония
Сайт
Toranomon (NPKK Head Office)
Company / Legal Entity
JP05 (FCRS = JP005) Novartis Pharma K.K.
Functional Area
Юристы, Интеллектуальная собственность, Compliance
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.

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