

P&O Head Development & Biomedical Research Japan

Job ID

REQ-10019133

Sep 03, 2024

Japan

About the Role

Major accountabilities:

- Influence the business strategy and translate strategy and functional plans to design and implement people and organizational interventions that support the vision while applying data driven and external insights to deliver business outcome.
- Advise business leaders and functional teams on strategic and operational execution, including team effectiveness, change management, organizational design, performance management, talent, retention and engagement.
- Advise on and handle diversity, equity and inclusion at all levels (e.g. gender representation, LGBTQ+ and pay equity).
- Develop the talent and leadership development strategy including driving the talent agenda in partnership with the business, establishing quality succession planning for critical positions and business value roles, development plans of key talent and strengthening the leadership pipeline.
- Establish strategic workforce plans with leaders including the identification of critical capabilities for the future, plans to meet capability gaps and and develop organization design efficiencies to enable the long-term business strategy.
- Lead the cultural change agenda in partnership with People Partners across all levels of Development & Biomedical Research Japan and utilize consulting skills to influence, coach and provide feedback to leaders at all levels, ensuring our core values are lived every day and empower individual growth.
- Contribute actively to the P&O community and Japan P&O Board.
- Actively participate in complex, enterprise P&O projects or initiatives ensuring local business representation and alignment.
- Provide coaching, feedback, learning opportunities and mentoring to support and enable P&O team members in their development.

Key performance indicators:

- Champion the Novartis Culture Transformation with measurable interventions evidenced in the regular employee engagement surveys.
- Demonstrate ability to leverage data and analytics for business insights to inform business decisions evidenced through positive client feedback.
- Demonstrate effective execution of organization transformations through client feedback and measurable project outcomes.
- Demonstrate enterprise leadership that inspires collaboration and generates new solutions that meet the needs of the business.

- Develop an impactful P&O Strategic Plan for client groups aligned to business priorities; developed based on deep business acumen and understanding of key P&O drivers.
- Drive the talent agenda in partnership with the business, establishing quality succession planning for critical positions and business value roles, development plans of key talent and talent strategy to build the leadership pipeline.

Minimum Requirements:

Education:

- Bachelor's degree (minimum).

Work Experience:

- Several years of work experience in P&O generalist positions in complex, matrix environments with experience in shaping and delivering the P&O strategy for the areas in charge.

Skills:

- Business Acumen.
- Vision & Purpose (Strategy To Story).
- Coaching and Consulting.
- Influencing and Managing Change.
- Matrix Collaboration.
- Organization Health and Design.
- Strategic Workforce Planning.
- Talent Development & Pipelining.
- Leadership Development.
- Stakeholder Management.
- Project Management.
- Data Driven Decision Making.

Languages:

- Fluent Japanese.
- Fluent English.

Role Requirements

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>

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Division
People & Organization
Business Unit
Innovative Medicines
Location
Japan
Site
Head Office (Japan) (Pharmaceuticals)
Company / Legal Entity
JP05 (FCRS = JP005) Novartis Pharma K.K.
Functional Area
Human Resources
Job Type
Full time
Employment Type
Regular
Shift Work
No
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