

P&O Head Development & Biomedical Research Japan

Job ID
REQ-10019133
Sep 03, 2024
Japan

Summary

Champions the People and Organization (P&O) agenda by advising, coaching and influencing the Japan Development & Biomedical Research Leadership Teams to help implement the near and longer-term business strategy and plans. As a strategic business advisor and coach, the P&O Business Partner applies P&O consulting skills with data driven and external market insights to deliver an organizational aligned workforce strategy with talent interventions that span diversity and inclusion, talent management, organization design and effectiveness, culture, transformation and change, and employee experience in partnership with P&O Centers of Excellence. Enables business transformation and promotes adoption of enterprise-wide programs. In addition, the P&O BP liaises with People Partner teams on local change delivery and complex or high-profile P&O cases.

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, LGBTIQ+ 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.

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>

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up:
<https://talentnetwork.novartis.com/network>

Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

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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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.

Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the patients and communities we serve.

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