

Head of Talent & Development Japan

Job ID

REQ-10081865

Aug 09, 2026

LOC_JP

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

Role Requirements

Division

DIV_PO

Business Unit

Human Resources

Location

LOC_JP

Site

Toranomon (NPKK Head Office)

Company / Legal Entity

JP05 (FCRS = JP005) Novartis Pharma K.K.

Functional Area

FCT_HR

Job Type

Full time

Employment Type

Regular

Shift Work

No

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