NOVARTIS

Head of Strategy & New Products, Japan

Job ID
REQ-10090911
Oct 27, 2026
LOC_JP

About the Role

1. Country Strategy, Strategic Planning & Growth

- Drive key initiatives and strategic projects to support the implementation of the overall growth strategy for the country
- Identify and evaluate strategic opportunities and revenue potential for continued future growth
- Coordinate yearly strategic planning processes, ensuring cross-functional and operational priority alignment
- Periodically assess organizational capability in line with overall strategy and market dynamics, proposing actions for improvement

2. New Products (Early Launch, Portfolio & Pipeline)

- Co-evaluate and co-plan early launch product strategies aligned with key global and local stakeholders
- Collaborate with global and local cross-unit and cross-functional teams to drive early launch activities
- Co-develop commercialization strategies with BUs; support rollout of ONE Brand Plan approaches for key pipeline products
- Build and strengthen organizational capability for launch excellence across the country
- Provide input to the internal pipeline in alignment with the International operating model (e.g., IMB milestones)
- Supports & partner with global team in the evaluation of global external Corporate & Business Development (C&BD) opportunities by providing country-level perspective
- Contribute to long-term BU portfolio strategy development (5+ years) by providing country-focused input and integrating cross-functional insights

Leadership & Culture

- Lead and coordinate cross-functional teams to drive the strategic priorities
- Build a high-performance culture, manage recruiting, performance, and coaching; develop critical capabilities and talent pipelines.
- Attract, develop, and retain top talent; strengthen succession plans and capabilities across the country organization.
- Role-model Novartis Leadership Expectations & Behaviours, inspire transformation and performance, and demonstrate self-awareness with a growth mindset.

Key Performance Indicators :

Strategic Planning

Timeliness and quality of strategic plans;

Partnership with global & local stakeholders

Early Launch

Success of early launch initiatives; launch readiness metrics; Collaboration/partnerships across functions/units to drive joint outcomes

Portfolio & Pipeline

Quality and impact of pipeline input; successful integration of country insights into global plan

Languages:

- English
- Japanese

Experience/Professional Requirement:

- Extensive (>10) years' experience in leadership positions within the pharmaceutical or life science industry and/or consulting. Ideally should have both Pharma and Consulting experience
- Proven track record in strategic planning, portfolio management, or new product launches in the pharmaceutical or life sciences industry
- Experience in early launch planning, commercialization strategy, and/or business development
- Strategic thinking and analytical skills: ability to synthesize complex data and market dynamics into actionable strategies
- Strong business acumen and understanding of the pharmaceutical market and product lifecycle
- Proven track record of leading cross-functional projects and collaborating with global and local stakeholders
- Project management: ability to drive multiple initiatives simultaneously and deliver results in a fast-paced environment
- Stakeholder management: strong communication, negotiation, and influencing skills across diverse groups (global, country)
- Matrix leadership and talent development: building high-performance, diverse teams; coaching, succession planning, and influencing across complex cross-functional and regional interfaces
- Experience in change management and organizational development is a plus

Role Requirements

Division

DIV_IM
Business Unit
Strategic Planning & BD&L
Location
LOC_JP
Site
Toranomon (NPKK Head Office)
Company / Legal Entity
JP05 (FCRS = JP005) Novartis Pharma K.K.
Functional Area
FCT_BS
Job Type
Full time
Employment Type
Regular
Shift Work
No
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