

Business Partner

Job ID

REQ-10038496

Jan 31, 2025

Japan

Summary

Actively engage with assigned client groups on the accountabilities below as a strategic Business Partner with supervision by Sr. BP.

割り当てられたクライアントグループと積極的に関わり、シニアBPの監督の下で戦略的ビジネスパートナーとして以下の責任を果たす。

About the Role

Major accountabilities:

- Advise business leaders and functional teams on strategic and operational execution, including team effectiveness, change management, organizational design, performance management, talent, retention and engagement
- Act as a leader and collaborate with internal and external partners building P&O thought leadership.
- 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.
- Provide coaching, feedback, learning opportunities and mentoring to support and enable P&O team members in their development.
- 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.
- ビジネスリーダーや機能チームに対して、チームの効果、変革管理、組織設計、パフォーマンス管理、タレント、保持、エンゲージメントに関する戦略的および運用的な実行について助言する
- 内部および外部のパートナーと協力してP&Oの思想的リーダーシップを構築する
- ビジネスと協力してタレントアジェンダを推進し、重要なポジションとビジネス価値のある役割のための質の高い後継計画を確立し、主要なタレントの開発計画とリーダーシップパイプラインを構築するためのタレント戦略を策定する
- P&Oチームメンバーの開発をサポートし、コーチング、フィードバック、学習機会、およびメンタリングを提供する。
- コンサルティングスキルを活用して、あらゆるレベルのリーダーに影響を与え、コーチングを行い、フィードバックを提供し、毎日コアバリューが実践され、個人の成長を促進する

Requirements:

- Bachelor's degree in Human Resources, Business Administration, or a related field preferable
- Minimum of 3 years of experience in 3 HR Field within a multinational company. Experience in managing global projects is plus.
- Possession of a Strategic thinking / Critical thinking way of working

- Ability to proactively propose ideas regardless of position hierarchy
- Excellent communication and interpersonal skills, Fluent both English and Japanese
- 人事、経営管理、または関連分野の学士号が望ましい
- 多国籍企業での3つの人事分野における3年以上の経験。グローバルプロジェクトの管理経験があればなお良い
- 戦略的思考/批判的思考の働き方を持っていること
- 役職の階層に関係なく積極的にアイデアを提案する能力
- 優れたコミュニケーションおよび対人スキル、英語と日本語の両方に流暢であること

Benefits and Rewards:

- You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook.
- [novartis-life-handbook.pdf](#)

Commitment to Diversity and Inclusion

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

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.

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

Universal Hierarchy Node

Location

Japan

Site

Toranomon (NPKK Head Office)

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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