

Data Analyst for People Organization (HR)

Job ID

REQ-10038497

Apr 14, 2025

Japan

Summary

P&O

Lead the enhancement of existing system tools to further drive P&O's digital transformation by extending their functionality, improving their usability and introducing new systems. Drive the transformation of management practices through the use of data.

About the Role

Major accountabilities:

- Workday
- Workday
- /
- P&O AI
- P&O P&O
- Lead the process of expanding Workday's functionality and deployment to users
- Accountable for the increased usage of workday
- Extract/analyze employee surveys and other P&O related data to drive continuous improvement
- Enhance quality, effectiveness, and efficiency of AI utilization across P&O.
- Drive P&O digital initiatives and support overall P&O strategy.

Requirement:

- 1
- IT 3
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- This position will be a one-year contract employment
- At least 3 years of HR-related IT experience in Multinational Company
- Fluent in Japanese and English
- University degree in HR or related field preferred
- Experience in change management projects is desirable

- [novartis-life-handbook.pdf](#)

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midcareer-r.japan@novartis.com

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>

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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

Temporary (Fixed Term)

Shift Work

No

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