

OS01-5 Career transformation in pharmaceutical companies

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Business strategies in the pharmaceutical industry have been dramatically changing with the medical advancements and IT innovation. In order to survive and be competitive given the rapid changes in business conditions, we need to further enhance middle-career work-ready recruitments. We also need to continue certain scale of new graduate hires with diverse backgrounds, who will embody our corporate culture, be active in various roles, and drive sustainable growth of the Company.

With people's values becoming diversified, employer-employee relationships are growing increasingly diverse. With all these matters in mind, we encourage employees, regardless of their gender, age, race, etc., to recognize their career development as “development processes for self-realization” and to autonomously expand their roles.

Daiichi Sankyo is enhancing our training programs to develop talent and to make employees work-ready at their new positions. We also leverage the “intelligence” beyond value chains, by streamlining the professional development programs and by sharing the training materials. Taking researcher's case as an example, I will introduce topics including; what career opportunities employees may have, how we drive D&I, etc., which should serve as a reference thinking about career path in a pharmaceutical company.