



Global Harmonization Working Party

GHWP Towards Medical Device Harmonization

Regulatory Excellence Ecosystem Industry.

Sharing best practices to actively support growth and development of regulatory professionals.

**Daniel Moelands, PharmD, MBA
VP RA APAC J&J MedTech**



Our Credo and
Leadership Imperatives

AI-Based Learn System

Benchmarking competency
models



These are anchors for
effective Talent
Development

... There must be equal opportunity for employment, development and advancement for those qualified...

Executive Leadership Support to Talent Development Initiatives



Johnson & Johnson

J&J offers a dedicated Learning Day to all Employees

Global Learning Day 2024 is on the horizon. We will once again dedicate a full day to your career growth and development. The healthcare industry is changing rapidly, and we cannot stand still. Global Learning Day is one of the ways Johnson & Johnson is unique. Our culture values curiosity and self-improvement.

Are you excited?
I know I am!"



Joaquin Duato
Chairman and CEO



Tim Schmid
EVP, WW Chairman of J&J MedTech

"One of the things that truly sets J&J apart is our commitment to the growth and the development of our people.

In our ever-evolving MedTech industry, the pace of innovation and technology is constantly accelerating, and it is essential that we remain curious and committed to ongoing learning.

By doing so, we not only find greater fulfillment in our careers but also bring our very best to the customers and patients who count on us."



Talent development is enabled by the Corporate Learn System

Find a Career Journey

Enter any two roles and we'll find you a Career Journey between them.

Start: Lead Assistant, Regulatory Affairs

Target role: Experienced Scientist, Biological

Where do I want to go next?



Which are my skills and satisfaction drivers?

Which are areas to upskill as I consider my future roles?



How can I get a mentor?

How can I obtain a special assignment?





Regulatory Affairs Key Developmental Topics

Our Learn system contains a rich-content repository of training, mentoring and hands-on project opportunities.

We also use content from industry partners, health authorities and governmental agencies.



RAPS Competency Framework Domains

A world map with red labels for 'US', 'LATAM', 'EU/EMEAC', and 'APAC'. Below the map, under the heading 'Key Development Topics:', are eight icons with corresponding text: Global Harmonization/Reliance, EU MDR, Environmental and Mfg Sustainability, Data Integrity, AI/ML SaMD, Digitalization / eLabeling, Medical Device Cybersecurity, and RWE/Evidence Strategy.



CDRH Learn



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Towards Medical Device Harmonization

Global Regulatory Affairs Talent Development Initiatives

Development Programs



Experienced and early management resources leadership development. Final projects tied to Org. G&Os



Early in Career technical and soft skills development program. Integrative Case Studies Presentations.



Healthcare robotics full time learning and platforms work assignment

Organizational Connections



One month coaching experience to explore career journeys with actionable results.



Virtual one on one events across organizational levels to create bonds and global intersection points.

Learning Forums



Topics for People Leaders, case studies and breakout rooms approach.



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GROW Gig Program

What is a GROW Gig?

A GROW Gig is a short-term assignment that supports career development and skill building through hands-on experiences. A GROW Gig offers employees the ability to take roles in different teams, functions and businesses to build new skills while still maintaining their current job, title, and compensation.



How to get started



Find a GROW Gig

Thinking about your next career move? Build new skills with first-hand experience through GROW Gigs by exposing yourself to different parts of the business, all while helping our patients, communities and shareholders.

[Search available GROW Gigs →](#)



Post a GROW Gig

Want to share your expertise and advance business objectives? Host a GROW Gig. They provide talent with hands-on experience and bring new perspectives to your team.

[Post a GROW Gig →](#)



Connect with a Champion

Looking for assistance or support regarding the GROW Gig program? Search our list of available GROW Gig Champions for help.

Have a passion for helping others grow in their careers? Become a GROW Gig Champion.

[Find a GROW Gig champion →](#)



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