



HR Business Leader

Job Information

Hiring Company

Takeda Pharmaceutical Company Limited

Job ID

1472577

Industry

Pharmaceutical

Company Type

Large Company (more than 300 employees)

Non-Japanese Ratio

Majority Japanese

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience ~ 19 million yen

Refreshed

May 16th, 2024 09:00

General Requirements

Minimum Experience Level

Over 10 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Native

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

タケダの紹介

タケダでは常に患者さんを中心に考え、世界中の人々により健やかで輝かしい未来をお届けすることを目指してきました。そして従業員一人ひとりにそれぞれの能力と熱意に応じた成長の機会を提供することにも組んで取り組んでいます。私たちと一緒に、世界中の人々のいのちに貢献し、さらなる成長と活躍を目指しませんか。

タケダは業界を牽引するグローバルリーダーです。従業員は四つの優先順位（患者さん中心、社会との信頼関係構築、レピュテーションの向上、事業の発展）とタケダイズム（誠実＝公正・正直・不屈）のもと一致団結しています。タケダイズムは私たちの信念であり正しい方向へ導く羅針盤です。私たちは日々の業務においてタケダイズムを体現しています。

Takeda is unwavering in our commitment to patients. With the patient at the center of everything we do, we continue to

innovate and drive changes that will better their lives - we're looking for like-minded professionals to join us.

Takeda is a global industry leader –we are united by our four priorities (Patients, Trust, Reputation, and Business) and our shared values of Takeda-ism: Integrity, Fairness, Honesty, and Perseverance. Takeda-ism is more than just a word. It's a belief and a mindset which guides our decisions, behaviors, and interactions. It's how we strive to work and live, every day.

Position Title:

HR Business Leader, Global Corporate Affairs (GCA) and Corporate Strategy (CS)

OBJECTIVES:

- Sets a forward looking “People” agenda for the Global Corporate Affairs (GCA) and Corporate Strategy (CS) global functions and directs the deployment and embedment of a people agenda across the Functions
- The “People” agenda will encompass an integrated global approach to organization capabilities & effectiveness, engagement & belonging, lifelong learning, talent management & development, talent acquisition and people analytics & insights
- Trusted partner to GCA and CS TET (Takeda Executive Team) and an influential member of their respective Leadership Team (LT.) Expected to co-evolve the organization strategy, with a deep understanding GCA including external dynamics and trends.
- Brings together HR leads from each business unit/function to shape and embed GCA and CS people priorities.
- Key contributor to both the Corporate Function HR Leadership team and Takeda's Global HR Function who elevates capabilities within and across HR

ACCOUNTABILITIES:

- Deliver an exceptional people experience within the functions so everyone can fulfil their potential and enable Takeda's mission
- Drive an integrated global approach to organization capabilities & effectiveness, engagement & belonging, lifelong learning, talent management & development, talent acquisition, and people analytics & insights
- Set a short- and long-term forward-looking people agenda for the functions
- Shape TET and TET-1 leadership team (LT) member thinking and the direction of their function
- Active role in ensuring LTs' effectiveness. Support both executive and team development. Elevate the organization's performance
- Develop, deploy and embed talent management and learning programs within these functions. Foster a culture of continuous learning
- Drive organization effectiveness, proactively set an agenda that spans mindset, process, role and org design, capabilities and measurement/KPIs
- Steward of the employee experience. Develop and direct the deployment of initiatives that make these functions a great place to work and creates a competitive advantage for Takeda. Ensure ongoing feedback loops and multi-way dialogue between employees, LT, COEs, Takeda People Solutions, etc.
- Oversee cyclical global talent management processes such as succession/talent planning, performance management and compensation
- Manage labor and employee relations within these Functions. Mitigate risk for company, ensure objectivity, consistency, sound judgment and compliance
- Ensure talent acquisition and total rewards practices are competitive and aligned with the Function's needs
- Deliver high quality people insights. Course correct as required and inspire step change solutions for the Function
- Engage in collaborative relationships with HR Partners (HPs) and HRBLs, HR COEs, TBS People Solutions and other Corporate Functions like Finance, Ethics & Compliance and Legal. Partner to create solutions that make an impact when deployed and embedded within the Functions
- As part of the Corporate Function HR Leadership team, help shape the overall strategy for Corporate Function HR. Identify patterns and root cause solutions that are best for the Function and enterprise
- Lead a matrixed HR community of practice comprised of HR Partners and HRBLs who support extended Communication and Public Affairs LTs. Create an environment which inspires people to do their best and is aligned to the Company's values. Elevate HR capabilities
- Lead and participate in Global HR projects as required. Apply knowledge of how these Functions work and contemporary external best practices to co-create solutions that deliver results

Required Skills

EDUCATION, BEHAVIOURAL COMPETENCIES AND SKILLS:

- Bachelor's degree required, master's degree preferred
- 7 + years HR experience, in lieu of HR experience will consider equivalent experience in a Sr. Leadership position with broad management responsibilities. Prior experience working in top tier consulting is a plus
- 3-5 years management of direct or indirect teams preferred
- Experience working with Corporate Functions and/or supporting a complex global organization undergoing transformation is preferred
- Strategic Agility - strategic enterprise thinker who finds innovative ways to develop solutions. Exceptional ability to set an agenda aligned to a function's future focused objectives, deploy it and deliver results
- Creates Clarity – focuses on the few priorities that matter most. Track record of developing and implementing programs that reduce complexity and measurably improve business performance
- Organization Effectiveness – creates environment that inspires and enables people to move the organization forward. Enables teams to work collaboratively and have challenging discussions. Gets things done
- Skilled Coach and Mentor – elevates the capabilities of the organization for now and the future. Fosters the professional growth of others through knowledge sharing, professional and personal coaching, personal attention and effort
- Industry and HR Knowledge – understands the pharmaceutical industry and communication and public affairs. Curious and up to date on current and possible future trends related to broad spectrum of HR practices. Solid understanding of global laws, government regulations and work/ councils/unions

- Communication – ability to communicate ideas and data both verbally and written in a persuasive and appropriate manner
- Analytical Skills – ability to identify the root cause of problems/opportunities and determine possible solutions

TRAVEL REQUIREMENTS:

Willingness to travel to various meetings or client sites, including overnight trips
International travel will be required, estimated 30%

待遇

諸手当：通勤交通費、借家補助費、勤務時間外手当など

昇給：原則年1回

賞与：原則年2回

勤務時間：本社（大阪市中央区・東京都中央区）9:00～17:30、工場（山口県光市・大阪市淀川区）8:00～16:45、研究所（神奈川県藤沢市）9:00～17:45

休日：土曜、日曜、祝日、メーデー、年末年始など（年間123日程度）

働き方関連制度：フレックスタイム制、テレワーク勤務制導入（対象社員）

休暇：年次有給休暇、特別有給休暇、傷病休暇、ファミリーサポート休暇、産前産後休暇、育児休暇、子の看護休暇、介護休暇

What Takeda can offer you:

Allowances: Commutation, Housing, Overtime Work etc.

Salary Increase: Annually

Bonus Payment: Twice a year

Working Hours: Headquarters (Osaka/ Tokyo) 9:00-17:30, Production Sites (Osaka/ Yamaguchi) 8:00-16:45, Research Site (Kanagawa) 9:00-17:45

Holidays: Saturdays, Sundays, National Holidays, May Day, Year-End Holidays etc. (approx. 123 days in a year)

Paid Leaves: Annual Paid Leave, Special Paid Leave, Sick Leave, Family Support Leave, Maternity Leave, Childcare Leave, Family Nursing Leave.

Flexible Work Styles: Flextime, Telework

Company Description