

**MMJ Network**  
For Your Career



【外資製薬大手企業 急募!!】 グループ内事業部のHRBP

部門長の右腕、人事全般についての司令塔として部門経営に参画

## Job Information

### Recruiter

MMJ Network

### Hiring Company

外資系企業

### Job ID

1486128

### Division

人事部

### Industry

Pharmaceutical

### Company Type

Large Company (more than 300 employees) - International Company

### Non-Japanese Ratio

Majority Japanese

### Job Type

Permanent Full-time

### Location

Tokyo - 23 Wards, Shibuya-ku

### Train Description

Yamanote Line, Shinjuku Station

### Salary

8 million yen ~ 17 million yen

### Work Hours

9:00 - 18:00

### Holidays

土日祝日

### Refreshed

March 7th, 2026 05:00

## General Requirements

### Minimum Experience Level

Over 6 years

### Career Level

Mid Career

### Minimum English Level

Business Level (Amount Used: English usage about 75%)

### Minimum Japanese Level

Native

### Minimum Education Level

Bachelor's Degree

**Visa Status**Permission to work in Japan required

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**Job Description**

医療用医薬品やワクチンの研究開発、製造、販売を通じて患者さんに貢献しています。

**【主な職内容】**

- Set objectives for and manage multiple projects within a division.
  - Develop innovative, advanced new concepts that improve processes or products across own and related disciplines.
  - Corporate-wide initiatives and Strategic site initiatives.
  - Ensures high standards of compliance to norms, policies and procedure.
  - Work closely with leaders across HR function, business and other key leadership role to develop and execute the Human Resources strategy.
  - Drive execution of annual and daily processes and provide timely and effective coaching to managers on HR processes and programs.
  - Help create and drive labor relations strategy and tactics.
  - Coach business leaders to build high performing teams to ensure effectiveness and delivery of business objectives.
  - Stay current with innovative HR practices and informed on best-in class people and organization management.
  - Provide leaders coaching on HR systems and processes with an emphasis on teaching managers to become self-sufficient in utilizing tools.
  - Ensure high standards of Compliance to norms, policies and procedures.
  - Create and drive labor relations strategy as well as tactical plans with the intent of creating a harmonious and productive employee relations environment.
  - Play an advisory role in supporting leaders to anchor key initiatives in the areas of culture building, career and talent architecture and capability transformation.
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**Required Skills****【資格・能力要件】****必要条件：**

- Bachelor's Degree and 7+ years of experience.
  - Experience in leading organizations through significant change.
  - Experience in creating and implementing standard HR process.
  - Excellent written and oral communication skills.
  - Advanced Microsoft Office suite skills and strong competency with tools (tools to be added by Hiring Manager).
  - People management experience.
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**Company Description**