



【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

January 24th, 2026 19:45

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

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.

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.

Company Description