

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

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 StatusPermission 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.
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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