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**
November 8th, 2026 00:00

## 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 Level

**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