



HRBP

外資系バイオテックカンパニーでの募集です。HRBPのご経験のある方は歓迎です。

Job Information

Recruiter

JAC Recruitment Co., Ltd.

Hiring Company

外資系バイオテックカンパニー

Job ID

1550536

Industry

Pharmaceutical

Company Type

International Company

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

7 million yen ~ 12 million yen

Work Hours

08:30 ~ 17:15

Holidays

【有給休暇】初年度 10日 1か月目から 【休日】完全週休二日制 土 日 祝日 年末年始 年末年始、創立記念日、有給休暇（入社...

Refreshed

July 24th, 2025 21:00

General Requirements

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

【求人No NJB2301497】

This position partners flexibly and mostly virtually with leaders across the globe offering on demand ad hoc support on Business Partnering topics that need more immediate or short term guidance and value creation. With a good understanding of the business needs and the business context and an excellent ability to apply key P C concepts policies and processes this position provides coaching guidance and support to leaders to help them diagnose and translate their business needs into immediate P C approaches and ensures effective implementation of solutions in partnership with other chapters. This

position partners closely with other P C colleagues participates in flexible squads and leverages technology to provide customer insights. This position is a trusted member of the Business Partner Chapter and closely integrated into the PSS organization.

■Business Acumen

- Provide immediate short term strategic guidance to leaders on strategic P C needs such as succession and talent management performance management goal setting development planning reward compensation management and organizational set up. Leverage the P C community specifically P C Business Partners Operational Advisors and subject matter experts of other Chapters to develop high quality solutions in a timely manner.
- Use knowledge of business and P C insights metrics expertise and decision principles to effectively deliver support on topics with a wide range of complexity.
- Participate in global / regional squads for deployment of key P C initiatives or new system launches
- Leverage a strong understanding of global P C processes to consult advice and train both business leaders as well as P C leaders on system and process related topics. Deliver first class support advice and coaching to leaders specifically when new processes or projects (e.g. global grading) are rolled out.
- Ensure alignment and execution of established policies procedures and global P C initiatives. Ensure compliance of all P C practices within legislative requirements and established standards and guidelines by building a broad knowledge base on regional approaches and connecting with global P C colleagues.

■Leadership

- Be a trusted partner to leaders in all aspects of P C generalist areas. Grasp a broad range of generalist P C topics and be able to thoughtfully diagnose evaluate and propose fit for purpose approaches including weighing risks and benefits of options.
- Be a trusted partner and lead others through complex generalist P C topics by understanding the philosophies approaches and systems relevant configurations of topics such as succession and talent management (people discussions) access to relevant data performance and compensation (performance management benefits and other compensation elements) transformations (change management and redundancies) employee wellbeing (may include reintegration processes and time management) career paths resolution of conflicts employee representation topics and relocation depending on the scope of the request.
- Ensure full ownership and leadership of incoming requests prioritization and solution implementation to provide P C consultation to leaders with a connected and caring approach.
- Partner with other Chapters specifically PSS People Relations and Networked and Dedicated BPs to create value for the organization. Onboard leaders where needed and connect them to other P C colleagues when appropriate.

■Strategic P C Insights Innovation

- Gathers and analyzes data and P C or business metrics to make critical decisions; shares insights with leaders and recommends innovative solutions based on the P C decision principles that support the culture strategic direction and resources.
- Utilize data sources to review key metrics such as turnover talent review related information on and offboarding needs to sense and address organizational needs proactively.

Required Skills

■Qualifications Experience

- Passionate and knowledgeable P C professional with ability to work in a fast paced global and virtual environment. Demonstrated ability to navigate the P C system leverage different Chapters for business impact and participate in flexible squads to deliver on business and P C strategies.
 - Demonstrated customer centricity through day to day interactions anticipating needs and showing cultural awareness and business understanding. Demonstrated end to end ownership engaging with leaders to ensure a successful outcome.
 - Strong communication coaching and influencing skills. Demonstrated ability and experience in effectively diagnosing short term P C needs and offering fit for purpose solutions to address them.
 - Demonstrated negotiation skills and the ability to cope with time pressure in demanding situations. Demonstrated ability to influence with courageous authenticity and build trust with individuals at all levels within the organization.
 - Demonstrated excellent situational assessment and objective evaluation skills with an ability to comprehend and translate complex topics into manageable pieces.
 - Demonstrated ability to leverage data technology and insights to find root causes troubleshoot and inform innovative and compliant solutions
-

Company Description

ご紹介時にご案内いたします