

## 【英語を活かす】人材エクセレンスパートナー/ People Excellence Partner

多国籍製薬会社にて、人材エクセレンスパートナーの求人がございます。

### Job Information

**Recruiter**

Robert Walters Japan (ロバート・ウォルターズ)

**Hiring Company**

多国籍製薬会社

**Job ID**

1563282

**Industry**

Pharmaceutical

**Job Type**

Permanent Full-time

**Location**

Tokyo - 23 Wards

**Salary**

9 million yen ~ 14 million yen

**Work Hours**

お問い合わせください

**Holidays**

完全週休2日制, 土日祝日休み, 有給休暇

**Refreshed**

March 4th, 2026 03:00

### 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

A multinational pharmaceutical firm is seeking a People Excellence Partner. The role will focus on enhancing employee experience through performance management, training, and process improvements.

A multinational pharmaceutical firm that delivers treatment options that could save lives, the company aims to increase access to medical treatment for global patients.

**Keywords:**

製薬, メディカル, サイエンス, 求人, 外資系

Job Ref: HTOCD1

**Responsibilities:**

- Implement HR policies and programs aligned with business and CoE guidelines

- Oversee recruitment, onboarding, and employee lifecycle processes
- Coordinate training programs and track development progress
- Support performance management and year-end calibration with People Business Partners
- Facilitate employee mobility, separation, and absence processes with People Services
- Promote system utilisation, continuous improvement, and organisational change initiatives

**Requirements:**

- Experience in change management
- Understanding of HR systems (especially Workday)
- Excellent project management skills
- Native level Japanese; business level English

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**Company Description**

We've been a driving force in the Japanese bilingual recruitment market, providing high quality candidates for our clients and access to the best jobs for over 20 years. We operate a team-based profit share system which, we believe, sets us apart from the majority of competitors by enabling us to always put the interests of our clients and candidates first. That means we can find the best fit for employer and job seeker, and we never push people into unsuitable roles.