



## 倫理・コンプライアンス本部 E C/Associate.Director/P4/Kobe

日本イーライリリー株式会社での募集です。 内部統制・SOX・コンプライアンスの...

### Job Information

#### Recruiter

JAC Recruitment Co., Ltd.

#### Hiring Company

日本イーライリリー株式会社

#### Job ID

1571735

#### Industry

Pharmaceutical

#### Company Type

International Company

#### Job Type

Permanent Full-time

#### Location

Hyogo Prefecture

#### Salary

7 million yen ~ Negotiable, based on experience

#### Work Hours

08:45 ~ 17:30

#### Holidays

【有給休暇】初年度 10日 2か月目から 【休日】完全週休二日制 年末年始 完全週休2日制（土・日曜日）、祝日、クリスマス、年...

#### Refreshed

February 21st, 2026 06:00

### 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 NJB2351129】

#### ■Job Overview

- The Ethics and Compliance Officer (ECO) for the Japan Oncology Business Unit (OBU) is responsible for integrating high performance with high integrity within the Japan Oncology Business Unit. The ECO collaborates with other ECOs to drive Ethics Compliance (E C) programs and initiatives across the commercial organization in Lilly Japan.

• The role involves engaging with the OBU leadership team to provide expert Ethics and Compliance guidance on business unit strategies decisions and activities. The ECO works with personnel and teams in the global Ethics and Compliance organization to implement Lilly's ethics and compliance program including risk assessment and mitigation policies and procedures communications training and monitoring to achieve the organization's objectives with high integrity.

• This role requires cross functional collaboration at various levels to drive high quality risk assessment communications training monitoring plans and Corrective/Preventative Action plans. The ECO ensures consistent application of disciplinary actions resulting from compliance failures. By establishing and leveraging a strong network with other assurance functions within and across E C the ECO ensures alignment with company policies and compliance objectives enabling the business through proactive risk mitigation.

**■Key Responsibilities:**

- Ensure business discussions and decisions consistently consider appropriate ethics and compliance elements.
- Influence leadership through effective communication of the "state of control" external environment/risk areas and internal policies/standards.
- Work with OBU and Lilly Japan leadership to integrate key elements of an effective compliance program into local governance business processes and training.
- Lead E C consultation on emerging risk areas. Enable business through partnership and proactive risk mitigation.
- Collaborate with and influence Alliance Partners to ensure high performance with high integrity in alliance settings. Lead the compliance review and compliance agreement development for new business development deals.
- Provide input into the development of Corporate Compliance Policies and Procedures that reflect the needs of the affiliate/business you support.
- Establish win win relationships with global and IBU E C colleagues to facilitate shared learning and contribute to global/regional initiatives.
- Coach and develop people in E C including direct reports.

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## Required Skills

### Basic Requirements:

- At least 3 years of experience within the pharmaceutical or related healthcare industry with knowledge of local laws regulations guidance and Codes.
- Professional level proficiency in Japanese (speak read and write) to operate effectively with industry associations and regulators in Japan.
- English proficiency to work effectively with ELJEC (Japan leadership team) and contribute to the global E C organization.
- Demonstrated history of operating with integrity. No documented compliance violations within the last 12 months (internal applicants) .
- Bachelor's degree.
- Must be able to work at Kobe Head Office

### Additional Preferences:

- Demonstrated ability to consistently apply good judgment to enable quality business decisions. Strong reputation for integrity and sound judgment.
- Demonstrated ability to work across boundaries influence without authority at all leadership levels and network internally and externally.
- Ability to effectively communicate lead and drive change across all layers of the organization.
- Ability to translate ambiguity and complexity into actionable frameworks.
- Solid experience in commercial organization (Sales Marketing) including leadership roles is an advantage.
- Recent experience in compliance legal audit or similar control functions is an advantage.
- High level of professional maturity and sensitivity to confidentiality.
- Willingness to challenge and speak up and ability to reach solutions quickly.
- Enterprise view and business acumen.
- Inclusive leadership with good listening skills to motivate and engage the team. People development skills.
- Ability to have crucial conversations.
- Juris Doctorate CPA or equivalent professional experience is an advantage.

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## Company Description

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