

【英語を活かす】従業員関係シニアマネージャー/ Employee Relations Sr. Manager

グローバル製薬企業にて、従業員関係シニアマネージャ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

グローバル製薬企業

Job ID

1572582

Industry

Pharmaceutical

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

10 million yen ~ 15 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

January 16th, 2026 16:33

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 company is looking for a Senior Manager, Employee Relations. The selected candidate will oversee employee relations, performance management, conflict resolution, and compliance with labour laws while supporting leaders across the organisation. This is a hybrid setup role.

A global pharmaceutical institution responsible for manufacturing a variety of prescription medications, this company's products are used in the treatment of cancer, HIV/AIDS, cardiovascular disease, hepatitis, and psychiatric disorders, among others.

Keywords:

人事マネージャー, 従業員対応, HRビジネスパートナー, 労働法, 組織開発, コンフリクト解決, 調査管理, エンゲージメント, 求人, 外資系

Job Ref: 3KUYJH

Responsibilities:

- Consult and coach People Leaders on employee relations, performance management, reorganisations, and organisational effectiveness
- Provide counsel and resolve workplace conflicts through training, mediation, and conflict coaching
- Conduct negotiations and manage separation processes, including involuntary terminations and redundancies
- Represent the company in dismissal meetings and arbitration committee hearings
- Partner with HR Law, Compliance, and Ethics teams to conduct investigations and implement resolutions
- Conduct employee relations risk assessments and investigations into disciplinary and legal issues
- Present investigation findings and summaries to disciplinary committees
- Collaborate with HR Business Partners and functions to enhance employee engagement and satisfaction
- Manage multiple projects and maintain strict confidentiality of sensitive information
- Ensure compliance with local labour and employment laws to safeguard employer reputation

Requirements:

- More than 5 years of HRBP and/or Employee Relations experience in enterprise environments
- Practical experience with case management systems
- Experience with employee representative bodies or unions is a plus
- Knowledge of Japanese labour and employment laws, company work rules, and disciplinary committee procedures
- Proficient in MS Office Suite
- Native level Japanese; fluent level English

Company Description

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