



## 【1000～万円】Senior Manager Employee Relations

米系製薬メーカーでの募集です。労務・労政のご経験のある方は歓迎です。

### Job Information

#### Recruiter

JAC Recruitment Co., Ltd.

#### Hiring Company

米系製薬メーカー

#### Job ID

1573408

#### Industry

Pharmaceutical

#### Company Type

International Company

#### Job Type

Permanent Full-time

#### Location

Tokyo - 23 Wards

#### Salary

10 million yen ~ Negotiable, based on experience

#### Work Hours

09:00 ~ 17:15

#### Holidays

【有給休暇】初年度：試用期間終了後1～10日（入社時期により異なる）／2年度目：13日 ※「年間休日日数は年毎に変更がござ...

#### Refreshed

February 5th, 2026 22:00

### 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 NJB2325853】

Consult and coach People Leaders on employee relations performance management reorganization and organizational effectiveness issues spanning all levels within the organization. Provide advice and counsel on HR practices policy and employment laws striving to avoid/ minimize labor risks and/or future lawsuits.

Provide counsel and facilitate prompt and effective resolution of workplace conflict to address issues for employees managers and leaders in a manner consistent with policies practices and legal considerations. Utilize various conflict

management techniques including training mediation conflict coaching.

Conduct negotiations of separations for individual involuntary separations/mutual agreements and for individual or small impact involuntary terminations due to redundancy.

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## Required Skills

Job Requirements:

5+ years of HRBP and/or Employee Relations experience in enterprise

Native Japanese and Fluent in English

Knowledge of Japanese labor and employment laws

Experience with Japanese labor laws Company Work Rules and disciplinary committee proceedings

Advanced working knowledge of Microsoft Office (MS Word PowerPoint Excel Outlook)

Experience in case management systems

Experience with locally relevant employee representative bodies and/or unions preferred

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## Company Description

ご紹介時にご案内いたします