



【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.

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

Company Description

ご紹介時にご案内いたします