



## Senior Compliance Manager - Major Biopharma

**New role added due to expanding business**

### Job Information

**Recruiter**

ALBERTO K.K.

**Job ID**

1579562

**Industry**

Pharmaceutical

**Job Type**

Permanent Full-time

**Location**

Tokyo - 23 Wards

**Salary**

12 million yen ~ 15 million yen

**Refreshed**

May 29th, 2026 03:00

### General Requirements

**Minimum Experience Level**

Over 10 years

**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

This is a brand-new position with an innovative biopharma company experiencing strong growth in Japan. As a result they are strengthening their compliance function with additional hiring and investment. This would suit an experienced compliance officer who is comfortable working independently, with a team, and the role offers the opportunity to shape and strengthen compliance practices within a growing and mission-driven organization.

The main responsibilities are as follows:

- Provide practical compliance guidance to the Japan business, including interactions with healthcare professionals, government officials, third parties, and promotional activities
- Support the Head of Compliance, Japan in implementing policies, internal controls, risk assessments, and monitoring plans
- Manage day-to-day HCC operations and participate in relevant internal committees

- Develop and deliver compliance communications and training to promote ethical conduct and policy awareness
- Monitor regulatory developments and enforcement trends, sharing updates with key stakeholders
- Support audits, inspections, and investigations, including implementation of corrective and preventive actions (CAPAs)
- Collaborate on compliance systems, process improvements, and global compliance initiatives

For more information and confidential discussion, contact Andrew at [andrew@alberto-recruitment.com](mailto:andrew@alberto-recruitment.com)

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## Required Skills

The successful candidate will have the following:

- 5+ years' experience in ethics, compliance, and/or legal roles within pharma, biotech, or medical devices, including operational HCC experience
- Solid knowledge of healthcare laws, regulations, and industry codes
- Experience enhancing compliance programs and supporting internal investigations
- Strong written and verbal communication skills in Japanese and English
- Highly organized, detail-oriented, and able to manage priorities effectively
- Proven ability to improve and implement processes
- Collaborative team player with strong cross-functional relationship skills
- High integrity and discretion with confidential information
- Bachelor's degree required; Business or Law preferred

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## Company Description