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
November 29th, 2026 06:00

General Requirements

Minimum Experience Level
Over 10 years

Career Level
Mid Career

Minimum English Level
Business Level

Minimum Japanese Level
Native Level

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 stregthening their compliance function with additonal 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 repsonsibilities 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

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

Company Description