



Understanding People

Region HRBP Director 地域HRBPディレクター - Healthcare

Global healthcare leader

Job Information

Recruiter

Specialized Group

Job ID

1586802

Industry

Medical Device

Job Type

Permanent Full-time

Location

Tokyo - Other Areas

Salary

Negotiable, based on experience

Refreshed

April 15th, 2026 23:30

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Executive

Minimum English Level

Business Level

Minimum Japanese Level

Business Level

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

Region HRBP Director 地域HRBPディレクター - Healthcare (Competitive Salary, Flexible Remote Work)

Our client, a global leader in the healthcare industry, is seeking a Region HRBP Director for their Gastrointestinal Endoscopy Solutions and Surgical Intervention Divisions. This senior role offers the opportunity to work directly with global and regional leadership, driving HR strategy and talent management across key regions including the Americas, APAC, China, EMEA, and Japan. Enjoy flexible remote work and a competitive salary while collaborating with a global HRBP team and business leaders.

Key Responsibilities:

- Lead regional talent and succession management processes
- Advise leaders on organizational design and effectiveness
- Align regional compensation plans with global strategies

- Collaborate with global HRBP team on strategic initiatives
- Enhance employee engagement and workplace culture
- Support regional recruitment and onboarding processes
- Provide HR analytics and reporting for trend identification

Qualifications:

- 10+ years of HR experience in a multinational company
 - Experience in talent management and succession planning
 - Strong understanding of global HR strategies
 - Experience in compensation planning and performance management
 - Proficiency in HR analytics and reporting
 - Fluency in English and Japanese
 - Experience with HR systems like Workday or SAP SuccessFactors (is preferred but not mandatory)
 - Ability to work in a flexible remote environment
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Company Description