

**【1200～1800万円】 Imaichi HR Site Lead / HRBP**

グローバル製薬メーカーでの募集です。HRBPのご経験のある方は歓迎です。

## Job Information

**Recruiter**

JAC Recruitment Co., Ltd.

**Hiring Company**

グローバル製薬メーカー

**Job ID**

1586908

**Industry**

Pharmaceutical

**Company Type**

International Company

**Job Type**

Permanent Full-time

**Location**

Tochigi Prefecture

**Salary**

12 million yen ~ 18 million yen

**Work Hours**

08:30 ~ 17:15

**Holidays**

詳細は求人ご紹介時にご案内いたします。

**Refreshed**

June 13th, 2026 06:00

## 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 NJB2361724】**

The Site HR Lead provides HR leadership across the site enabling the delivery of the business strategy and business performance. The role will partner with the business to design and effectively execute the people strategy leveraging their local context and expertise. As a trusted partner to the business leaders ( primarily Site Director and Leadership Team ) the role will focus on driving impact in talent leadership culture and capability and coaching leaders in the delivery of key people priorities aligned to site strategy. In addition they will collaborate with ( and navigate other areas of ) HR to deliver the best employee experience in alignment with the HR Operating Model.

The Site HR Lead is a member of the Site Leadership Team (SLT) and a member of the local HR Leadership team under Primary and Small Molecule Global Supply Chain.

- • • • Lead and drive the effective delivery of diverse and complex change projects (i.e. culture change projects workforce restructuring organisation design etc.) in support of the business's strategic agenda. Champion and influence senior leaders to effectively lead change.
- • • • Lead initiatives that enable the organisation to have the best leaders at all levels with the right capabilities to motivate focus develop and care for the people and a culture of purpose and performance.
- • • • Grow leader's leadership and people management capability to enable them to build high performing teams; provide input constructive feedback and healthy challenge in a way that builds trust and enables the team and individuals to be most effective in their roles.

- • • • Drive best in class talent management and succession planning in the area supported to build a high quality diverse talent pipeline that supports business growth now and in the future.

- • • • Apply business insight to diagnose future capability gaps • Future workforce mapping and capability planning succession planning and talent management.

- • • • Coach and challenge leaders to increase diversity through talent management and recruitment identifying opportunities to bring through / bring in diverse talent and challenging bias within talent activities.

- • • • Use data and analytic tools and processes to diagnose issues inform execution of the people strategy and drive best in class leadership and organisation effectiveness.

- • • • Successfully manage and track progress of the area supported against key HR milestones deliverables and metrics.

- • • • Partner with various HR delivery channels to support Site level initiatives and assist with delivery of HR CoE and/or People Services special projects. • Working as OneHR to deliver HR services to the business.

- • • • Ensure HR risks are mitigated company reputation is protected and related financial legal and policy duties are carried out. • Manage escalations and support the business to create a positive employee environment. • Support resolution of site IR issues and partner with ER Services to implement strategies to mitigate issues and/or enhance performance.

- • • • Promote learning leadership development and coaching opportunities with business leaders.

## Required Skills

### 【Required Experience】

7+ years of relevant experience as HRBP/HR Generalist leading and delivering complex HR agendas

Experience using people data and analytics tools to diagnose issues inform people • strategy execution support talent management and succession planning and improve leadership and organisational effectiveness.

Resilient and composed under pressure able to remain effective and focused in fast • paced or high • stress situations.

Strong interpersonal communication and influencing skills; able to build credibility and trusted relationships with stakeholders at all levels

Solid knowledge of employment legislation regulations and HR best practices in Japan

### 【Preferred experience】

Experience engaging with labour unions including collective bargaining and industrial relations case management.

## Company Description

ご紹介時にご案内いたします