



【1000～1300万円】HR Business Partner

外資系製薬メーカーでの募集です。採用のご経験のある方は歓迎です。

## Job Information

### Recruiter

JAC Recruitment Co., Ltd.

### Hiring Company

外資系製薬メーカー

### Job ID

1587078

### Industry

Pharmaceutical

### Company Type

International Company

### Job Type

Permanent Full-time

### Location

Tokyo - 23 Wards

### Salary

10 million yen ~ 13 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 27th, 2026 13:00

## 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 NJB2341808】

Your Responsibilities Will Include

- Activate business ownership and accountability of diversity equity and inclusion initiatives
- Actively participate in complex enterprise P O projects or initiatives; ensure business representation and alignment.
- Advise business leaders and functional teams on strategic and operational execution including team effectiveness change management organizational design performance management talent retention and engagement.
- Advise on and handle diversity equity and inclusion at all levels e.g. gender representation LGBTI pay equity Coach

leaders on team priorities and objectives linked to purpose and strategy helping collaborate with other teams manage across the matrix remove obstacles and overcome silos.

- Contribute actively to the P O community and network.
  - Develop an organizational design / plan for client groups by utilizing organizational diagnostics.
  - Develop talent and leadership development strategy and plan.
  - Directly influence the business strategy and translate strategy and functional plans to design and implement people and organizational interventions that support the vision while applying data driven and external insights with P O metrics.
  - Drive the talent agenda in partnership with the business establishing quality succession planning for critical positions and business value roles development plans of key talent and talent strategy to build the leadership pipeline.
  - Engages and supports the country P O Heads / Business Partners on the country initiatives.
  - Enhance leadership capabilities through coaching and drive client leadership teams to set up a solid governance structure operating models and culture to enable and fulfil strategic business objectives.
  - Establish strategic workforce plans with leaders and develop organization design efficiencies to enable the long term business strategy.
  - Identify required critical capabilities for the future and establish plans to meet capability gaps at the organization and individual level.
  - Instigate career and development conversations with business leaders understanding aspirations skills and the capabilities required.
  - Lead the cultural change agenda in partnership with People Partners across all levels of the client groups.
  - Provide coaching feedback learning opportunities and mentoring to support and enable P O team members in their development.
  - Utilize consulting skills to influence coach and provide feedback to leaders at all levels ensuring our core values are lived every day and empower individual growth.
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## Required Skills

### ■Requirements

- +10 years' experience in HR Business Partner roles
  - +5 years' as business partner
  - Experience working in a matrix organization.
  - Pharma experience is preferred.
  - Fluent English mandatory
  - Effective collaboration skills.
  - Senior stakeholder management expertise.
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## Company Description

ご紹介時にご案内いたします