Head of HR / Global Pharmaceutical company

Global Company / upto 12M

Job Information

Recruiter
Hire Pundit Japan Corporation

Hiring Company
Hire Pundit KK Japan

Job ID
1596936

Division
Human Resource

Industry
Pharmaceutical

Company Type
Large Company (more than 300 employees) - International Company

Non-Japanese Ratio
Majority Japanese

Job Type
Permanent Full-time

Location
Fukushima Prefecture, Iwaki-shi

Salary
8 million yen ~ 12 million yen

Salary Bonuses
Bonuses paid on top of indicated salary.

Refreshed
November 13th, 2026 07:00

General Requirements

Minimum Experience Level
Over 10 years

Career Level
Executive

Minimum English Level
Business Level (Amount Used: English usage about 25%)

Minimum Japanese Level
Native Level

Minimum Education Level
Bachelor's Degree

Visa Status
No permission to work in Japan required

Job Description

主な職務内容：

主な職務内容：

- 日本における**戦略的人事リーダー**として、**ゼネラルマネージャー**およびグループ人事部門の**リーダーシップ**と緊密に連携する。
- 人材採用、職務設計、報酬管理、人材開発など、人事の中核機能を推進する。
- 組織のパフォーマンスを強化するため、後継者育成計画、能力開発、研修施策を主導する。
- 人事オペレーション、コンプライアンス、労使関係、予算編成、および人件費報告を、高い精度と誠実さをもって統括する。
- **グローバル人事ネットワーク**において日本を代表するとともに、現地の人事管理チームを率い、その育成にあたる。

Key Responsibilities:

- Serve as the **Strategic HR leader** for Japan, partnering closely with the **General Manager** and **Group HR leadership.**
- Drive core HR functions including talent acquisition, job design, compensation governance, and people development.
- **Lead succession planning,** capability building, and training initiatives to strengthen organizational performance.
- Oversee HR operations, compliance, **labor relations, budgeting,** and labor-cost reporting with high accuracy and integrity.
- Represent Japan within the **global HR network** while **leading and developing** the local HR Administration team.

Required Skills

Required background
The ideal candidate for this position:
•Has **strong** quantitative and **analytical skills**, and **is an organized**, responsible and committed person.
•Is a detail-oriented team player as well as to be **proactive** and willing to take initiatives to be submitted to the managers.

Required education
•**Fluent in Japanese and Proficienct in English**
•University Degree and adequate **knowledge of labour rules and regulations**. Master in **HR** is a plus.

Company Description