



## 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

June 25th, 2026 08:00

### 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

#### Minimum Education Level

Bachelor's Degree

#### Visa Status

No permission to work in Japan required

### Job Description

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.

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## 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 Proficient in English**
- University Degree and adequate **knowledge of labour rules and regulations**. Master in **HR** is a plus.

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## Company Description