



【1150～1350万円】Sr. Manager Digital Learning Capability Develop...

ブリストル・マイヤーズ スクイブ株式会社での募集です。IT系プロジェクトマネ...

Job Information

Recruiter

JAC Recruitment Co., Ltd.

Hiring Company

ブリストル・マイヤーズ スクイブ株式会社

Job ID

1603727

Industry

Pharmaceutical

Company Type

International Company

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

11 million yen ~ 13 million yen

Work Hours

09:00 ~ 17:15

Holidays

【有給休暇】初年度：試用期間終了後1～10日（入社時期により異なる）/2年度目：13日 年間休日日数は年毎に変更がございます ...

Refreshed

August 6th, 2026 17:00

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 NJB2395437】

■Working with Us

Challenging. Meaningful. Life changing. Those aren't words that are usually associated with a job. But working at Bristol Myers Squibb is anything but usual. Here uniquely interesting work happens every day in every department. From optimizing a production line to the latest breakthroughs in cell therapy this is work that transforms the lives of patients and the careers of those who do it. You'll get the chance to grow and thrive through opportunities uncommon in scale and scope alongside

high achieving teams. Take your career farther than you thought possible.

Bristol Myers Squibb recognizes the importance of balance and flexibility in our work environment. We offer a wide variety of competitive benefits services and programs that provide our employees with the resources to pursue their goals both at work and in their personal lives. Read more: [careers.bms.com/working with us](https://careers.bms.com/working-with-us).

■Description

As the senior manager for Digital Learning and Capability Development reporting to the Head of Commercialization Learning Japan you will drive capability transformation across Japan through innovative learning solutions digital technologies and AI.

You will partner with local and global stakeholders to build capabilities that improve business performance productivity and value creation while supporting a culture of continuous learning and innovation.

■Key Responsibilities

(1) Digital Learning Capability Strategy

- Develop and execute digital learning and capability development strategies aligned with business priorities primarily supporting Sales teams while extending support to Marketing Medical and Market Access functions.
- Adapt global frameworks into impactful local solutions and evidence based learning approaches.
- Drive data driven and technology enabled learning transformation leveraging platforms such as MyLearning and other digital learning solutions.

(2) AI Digital Innovation

- Leverage AI and digital solutions (e.g. AI role play tools) to improve learning effectiveness efficiency and business impact.
- Promote innovative approaches that enhance productivity decision making and personalized capability development.
- Identify opportunities to create value through AI technology automation and advanced analytics.

(3) Capability Development 3M Support

- Design and deliver capability development programs across commercialization functions with primary focus on Sales capability development.
- Support onboarding upskilling and continuous development for Marketing Medical and Market Access (3M) in collaboration with the Japan Commercialization Excellence team.
- Utilize tools such as Competency360 feedback surveys AI enabled solutions and digital learning platforms to drive capability growth and business performance

(4) Strategic Partnership Project Leadership

- Collaborate with business leaders and global stakeholders to align capability initiatives with business priorities.
- Lead cross functional projects and manage multiple priorities in a matrix organization.
- Build strong stakeholder engagement and drive successful execution across local and global teams.

(5) Learning Technology Impact Measurement

- Optimize learning platforms digital tools and learner experiences including MyLearning and other learning technologies.
- Define and monitor KPIs using evidence based learning principles and the Kirkpatrick Model to evaluate effectiveness and business impact.
- Continuously improve programs using learner data insights and industry best practices with a focus on achieving measurable business outcomes (including Kirkpatrick Level 4) .

■その他

If you come across a role that intrigues you but doesn't perfectly line up with your resume we encourage you to apply anyway. You could be one step away from work that will transform your life and career.

Uniquely Interesting Work Life changing CareersWith a single vision as inspiring as "Transforming patients' lives through science • " every BMS employee plays an integral role in work that goes far beyond ordinary. Each of us is empowered to apply our individual talents and unique perspectives in a supportive culture promoting global participation in clinical trials while our shared values of passion innovation urgency accountability inclusion and integrity bring out the highest potential of each of our colleagues.

■On site Protocol

BMS has an occupancy structure that determines where an employee is required to conduct their work. This structure includes site essential site by design field based and remote by design jobs. The occupancy type that you are assigned is determined by the nature and responsibilities of your role:

Site essential roles require 100% of shifts onsite at your assigned facility. Site by design roles may be eligible for a hybrid

work model with at least 50% onsite at your assigned facility. For these roles onsite presence is considered an essential job function and is critical to collaboration innovation productivity and a positive Company culture. For field based and remote by design roles the ability to physically travel to visit customers patients or business partners and to attend meetings on behalf of BMS as directed is an essential job function.

Required Skills

■ Skills and Experience

- • • • • Bachelor's degree preferred
- • • • • 5+ years of pharmaceutical healthcare or related industry experience
- • • • • Business level English proficiency (required) with the ability to effectively collaborate and communicate with global stakeholders
- • • • • Proven experience collaborating with global stakeholders in a matrix organization
- • • • • Strong project management and stakeholder management skills
- • • • • Strategic thinking and problem solving capabilities
- • • • • Strong Marketing experience with demonstrated understanding of brand strategy customer engagement and commercial capability development strongly preferred
- • • • • Experience supporting Marketing Medical Market Access or other commercial functions
- • • • • Experience in capability development learning design talent development or commercial excellence
- • • • • Knowledge of AI digital technologies learning platforms and data driven learning approaches
- • • • • Experience leveraging AI digital tools or learning analytics to drive capability development
- • • • • Excellent communication facilitation and presentation skills
- • • • • Ability to manage multiple priorities in a fast paced environment

(Disclaimer: The responsibilities listed above are only a summary and other responsibilities will be requirements as assigned)

■ Location • • • • • Tokyo Japan

■ Travel • • • • • Minimal overnight travel as required

Company Description

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