

Head of Procurement Japan

Job Information

Recruiter
JAC International Co., Ltd.

Hiring Company
Pharmaceutical Company

Job ID
1617146

Industry
Other

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
Negotiable, based on experience

Refreshed
November 12th, 2026 01:00

General Requirements

Minimum Experience Level
Over 3 years

Career Level
Mid Career

Minimum English Level
Business Level

Minimum Japanese Level
Business Level

Minimum Education Level
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

As Head of Procurement Japan within our Procurement team, you'll take ownership of procurement performance across Japan, spanning both COGS and Indirect spend, while leading the transformation of how we deliver value through strategic partnerships and innovative supplier solutions. Ready to get started?
Join the team that powers Sanofi from within ? streamlining how we work, scaling bold ideas, and accelerating impact across the business. In our Hubs, you'll shape smarter ways of working that help bring life-changing treatments to people everywhere.

■ Main responsibilities
Strategic Business Partnership ? Act as the single point of contact for country leadership, ensuring global category strategies are adapted to local realities, driving local execution and maintaining strong relationships with Japan management.
Value Creation & Cost Management ? Deliver commercial value through local supplier initiatives, support global cost reduction, and align procurement with budgeting, forecasting, and growth priorities.
Supplier Relationship Management ? Lead local SRM activity, govern supplier segmentation, strengthen local supplier relationships, and identify innovative partners for wider group leverage.
Compliance, Risk & Continuity ? Ensure adherence to global policies, manage local compliance and audit support, and own

Japan procurement business continuity planning.
Transformational Leadership & Change Management ? Lead the embedding of new ways of working, drive sustainable behavioral change, and ensure transformation benefits are locked in across the operating unit.
Knowledge, Communication & Influence ? Maintain accurate knowledge repositories, lead local procurement communications, and actively influence cross-functional teams for the benefit of the operating unit.
People Development & Talent ? Promote a strong procurement culture, support organizational design, and enable cross-functional and transversal talent development.
External Manufacturing Support ? Support the local External Manufacturing team for all Procurement matters to ensure CDMO performance in Japan, including market analysis, spend analysis, RFI/RFP/RFQ, supplier evaluation, contract negotiation, risk management, and compliance.

Employee Benefits:
・通勤手当 / 社用車貸与 (規定による)
・MR手当
・共済会
・日当
・社宅制度 / 住宅手当 (規定による)
・退職年金制度
・財形貯蓄
・ファミリーケアサポート
・福利厚生倶楽部他

Required Skills

Language ? Fluent in both Japanese and English, written and spoken.
Strategic & Transformational Leadership ? Proven ability to lead transformation, embed change, and influence at country and executive levels for the benefit of the operating unit.
Matrix Influence & Stakeholder Management ? Demonstrated ability to influence without direct authority in complex matrix environments, aligning global, regional, and local teams to deliver outcomes for the operating unit.
Procurement Expertise ? Strong knowledge of best-in-class procurement practices; experience in Japan market, matrix or hub-led models preferred.
Communication & Networking ? Communicator with strong internal and external stakeholder influence.
Analytical & Change Capability ? Highly analytical with demonstrable experience delivering and sustaining change.
Professional Attributes ? Independent, resilient, ethically strong, comfortable challenging the status quo, and willing to travel up to 10%.
External Manufacturing Procurement ? Knowledge in external Manufacturing Procurement is a plus.

Company Description

新たに日本マーケットに参入される外資系企業や、日本でさらなるビジネス拡大をお考えの外資系企業のお客様に、私たちは最適な採用サポートを提供いたします。1975年に英国初の日系人材紹介会社としてロンドンで創業し、その後シンガポール、日本、マレーシア、インドネシア、タイ、中国の7カ国 (また2011 年には香港・韓国にも拠点を新設予定) でグローバル人材紹介会社として事業を拡大してきたジェイ エイ シーは、そのバックグラウンドから、海外文化への深い理解を持ち合わせています。グローバルに事業を展開する日系人材紹介会社のリーディングカンパニーとして、私たちは他に類のない人材ネットワークから、日本人の優秀なバイリンガル人 材や外国人のプロフェッショナル人材をご提供することが可能です。幅広い業種、職種においてのエキスパートである当社のネイティブあるいはバイリンガルコ ンサルタントが皆様のパートナーとなり、適材適所で人材のご紹介をいたします。ジェイ エイ シーが築いてきた特有の歴史、文化、そしてグローバルマーケットでの強みを揺ぎない核として、日本マーケットで躍動する外資系企業のお客様のニーズにさら に的確にお答えするために、ジェイ エイ シー インターナショナルは誕生しました。私たちはアジアやヨーロッパのJAC Recruitment Group海外各社と緊密に連携を取り、お客様の真のニーズを把握した上で、最適なキャンディデイトをご紹介いたします。

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We provide specialized proactive recruitment support tomultinational clients who are setting up new operations or areexpanding existing business and seeking further growth in theJapanese market.As the first Japanese recruitment company to set up operations in theUK in 1975, understanding foreign cultures is second nature to us.With our extensive global network and historically leading position asrecruitment consultancy to Japanese corporations, we have access toan unrivaled pool of bilingual Japanese and foreign professionals.Our professional consultants are experts in a range of Industries andfunctions and all have extensive multicultural experience.Based on JAC's unique history, culture and market strength, JACInternational was founded to provide dedicated support to ourmultinational corporate clients in Japan.

JAC International Co., Ltd. is a wholly owned subsidiary of JAC Recruitment. Co., Ltd.