【欧州系医療機器メーカー】ERシニアスペシャリスト｜労務・従業員対応

リモート中心×フレックスタイム制で、柔軟な働き方が可能です。

Job Information

Recruiter
Morgan McKinley

Job ID
1618465

Industry
Bank, Trust Bank

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
Negotiable, based on experience

Refreshed
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General Requirements

Minimum Experience Level
Over 6 years

Career Level
Mid Career

Minimum English Level
Fluent Level

Minimum Japanese Level
Native Level

Minimum Education Level
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

欧州系大手医療機器メーカーにて、シニアERスペシャリスト（従業員対応・労務）を募集しています。

命を救う医療技術を支える同社。本ポジションでは、経営層や事業部門と連携し、労務課題の解決や職場環境の改善に貢献できます。

海外拠点の人事チームと連携し、英語力を活かしてグローバルに活躍できる環境です。

ほぼフルリモート；フレックスタイム制あり。

主な職務内容

- マネージャーや事業部門のリーダーと連携した従業員対応（Employee Relations / ER）の推進
- 従業員対応案件の管理、事実調査、解決に向けた対応

- 労務管理および労働法令・社内規程に関するコンプライアンス対応
- 職場環境の改善に向けたパフォーマンスマネジメントの支援
- 従業員、管理職などの関係者との連携・調整
- 従業員対応プロセスや職場環境の改善に向けた取り組み
- 関係者との信頼関係構築を通じた、労務課題の円滑な解決

A leading European **medical device manufacturer** with global operations is seeking a **Senior Employee Relations Specialist** to oversee employee relations, labor relations, and HR compliance activities in Tokyo.

In this role, you will work closely with business leaders, managers, and HR stakeholders to manage complex **employee relations (ER) cases, workplace investigations, performance management, and Japanese labor law compliance**. You will provide practical HR guidance, resolve workplace issues, and support initiatives that strengthen employee engagement and organizational effectiveness.

This is an opportunity for an experienced HR professional to advance their career in **Employee Relations, Labor Relations, HR Advisory, and Employment Compliance** within a global medical technology company offering a highly flexible working environment.

Key Responsibilities

- Oversee **employee relations and labor relations** activities, ensuring fair and consistent HR practices.
- Partner with managers and business leaders to address employee concerns, workplace conflicts, and employment-related matters.
- Manage **employee relations cases**, including investigations, documentation, resolution, and follow-up.
- Provide guidance on **Japanese labor laws, employment regulations, and internal HR policies** .
- Support labor compliance management and help ensure adherence to applicable employment requirements.
- Advise managers on **employee performance management**, workplace conduct, and performance improvement initiatives.
- Identify opportunities to improve HR processes, employee relations procedures, and the overall working environment.
- Collaborate with HR teams and business stakeholders to implement effective employee relations solutions.
- Maintain accurate and confidential records of employee relations cases and investigations.
- Build strong relationships with employees, managers, and senior leadership to promote trust and effective communication.
- Coordinate with overseas HR colleagues on employee relations matters and organizational initiatives.
- Support a positive, compliant, and productive workplace culture.

Required Skills

必須条件 経験・資格：

- 関連実務経験（5年目安）
- 多様なER課題の対応経験（例：従業員対応、労務問題、職場調査、雇用関連案件など）
- 業務プロセスの改善に対する意欲・改善志向
- 日本の労働法に関する知識
- 大学卒以上

ソフトスキル：

- 機密性の高い情報やデリケートな問題を適切に取り扱う能力
- コミュニケーション能力
- 従業員の声に真摯に耳を傾け、信頼関係を構築する能力
- ストレスのかかる状況でも冷静に対応できる能力

語学力：

- **日本語：**ネイティブレベル
- **英語：**流暢

歓迎条件

- 外資系企業やグローバル企業でのEmployee Relations（ER）業務経験
- 労務案件の調査・解決や、労務コンプライアンスの改善に携わった経験
- 人事プロセスや従業員対応手順の見直し・改善を推進した経験

採用企業について

欧州系医療機器メーカー。

医療従事者を支援し、患者の治療成果や生活の質の向上に貢献する革新的な医療テクノロジーを開発・提供しています。世界各国に事業拠点を持ち、人命を救う医療技術の発展に取り組んでいます。

国際的な職場環境のもと、グローバルチームとの協働を通じて専門性を高めながら、社会貢献性の高い事業を支えられる企業です。

この求人がおすすめの理由

- 安定感のある欧州系大手医療機器メーカー
- 経営層や事業部門と連携するビジネス経験を積める

- 海外拠点の人事チームとの協業など、英語を活かせる
- 人事の立場から、医療技術の発展と従業員の働きやすさに貢献できる
- リモートワーク中心・フレックスタイム制による柔軟な働き方

Required Skills and Qualifications**Experience:**

- **6+ years of professional experience**, preferably in Employee Relations, HR Advisory, Labor Relations, or related HR functions.
- Practical experience managing a variety of **employee relations issues, workplace investigations, and employment-related cases**.
- Strong working knowledge of **Japanese labor laws and employment regulations**.
- Experience advising managers or business stakeholders on employee relations and workplace matters.
- Demonstrated ability to identify opportunities for **HR process improvement** and implement practical solutions.
- Bachelor's degree.

Soft Skills:

- Strong communication and interpersonal skills.
- Ability to handle **sensitive and confidential employee matters** with professionalism and discretion.
- Excellent listening skills and the ability to build trust with employees and management.
- Strong problem-solving and conflict resolution capabilities.
- Ability to remain calm, objective, and resilient when managing challenging employee relations cases.
- Effective stakeholder management and relationship-building abilities.
- Proactive and improvement-oriented mindset.
- Ability to collaborate with both local and international HR teams.

Language Requirements:

- Japanese: Native
- English: Fluent

Preferred Skills & Qualifications

- Previous experience as a **Senior Employee Relations Specialist, Employee Relations Manager, HR Business Partner, or HR Advisor**.
- Experience working in a multinational or European-headquartered organization.
- Background in the **medical devices, healthcare, life sciences, or pharmaceutical industry**.
- Experience managing complex employee relations investigations and workplace disputes.
- Exposure to **HR compliance, labor risk management, or employment policy development**.
- Experience supporting performance management and workplace improvement initiatives.
- Experience collaborating with overseas HR teams and international business stakeholders.
- Familiarity with HR process improvement and employee relations best practices.

About the Company
A leading **European medical device manufacturer** with an established global presence.

The company develops and manufactures innovative medical technologies designed to support healthcare professionals and improve patient outcomes. Through its global operations, the organization contributes to the advancement of healthcare and the development of life-saving medical solutions.

Employees work in an international environment where collaboration, innovation, and social contribution are central to the company's mission.

Why You'll Love Working Here

- Join a **leading European medical device company** contributing to the development of life-saving technologies.
- Enjoy an excellent **work-life balance with a nearly fully remote working arrangement**.
- Benefit from **flexible working hours (flextime)**.
- Collaborate with a **global HR team**, with frequent opportunities to coordinate with overseas colleagues.
- Develop expertise in **Employee Relations, Japanese Labor Law, HR Compliance, and HR Advisory**.
- Work closely with business leaders and managers on meaningful employee relations matters.
- Contribute to improving workplace culture, employee experience, and organizational effectiveness.
- Build your career within a globally established healthcare technology organization.
- Make a positive social impact by supporting a company developing technologies that help save lives.

Company Description

Morgan McKinleyは国際的な人材コンサルティング会社として、さまざまな業界・分野をリードする採用企業様と、スペシャリストとしてのスキルを有する人材とを結びつけるお手伝いをしています。1988年の創立以来、Morgan McKinleyの名は、「卓越した質のサービス」「市場知識の豊富さ」「No.1企業であり続けようとする強い意志」、そして何よりも「実績」を体現する会社として知られています。

リクルーティング スペシャリストである弊社コンサルタントまでお気軽にお問い合わせください。