



Morgan
McKinley

【外資系バイオ医薬品】採用マネージャー | 採用チーム立ち上げ

TAチームの立ち上げや採用機能の整備に主体的に携われるポジションです

Job Information

Recruiter

Morgan McKinley

Job ID

1619070

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

Business Level

Minimum Japanese Level

Native Level

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

日本の採用戦略をリード。TAチームの立ち上げから採用体制の構築まで担うポジション。

革新的ながん治療薬の研究・開発に取り組む外資系バイオ医薬品企業にて、タレントアクイジション（TA）マネージャーを募集します。

日本の採用戦略の立案・実行をリードし、営業、メディカル、コーポレートなど幅広い職種の採用を推進。各部署のマネージャーと連携し、事業計画に沿った人材獲得を実現します。

日本での事業基盤を構築する段階にあり、TAチームの立ち上げやメンバーの育成にも携われます。採用の専門性とマネジメント経験を活かし、日本の採用機能を成長させる重要なポジションです。

主な職務内容

- **採用戦略の立案・実行**：日本の事業計画に基づき、採用方針や優先順位を設定し、採用計画を推進する。
- **TAチームの構築・育成**：採用チームの立ち上げを進め、メンバーへの指導・コーチングを通じて組織力を高める。
- **採用プロセスの統括**：求人要件の整理から候補者選定、面接、オファーまで、採用プロセス全体をリードする。
- **採用マネージャーとの連携**：各部門の採用責任者と協働し、求人要件や選考基準を明確化するとともに、採用上の課題を解決する。
- **人事部門との協働**：HRBPや報酬・福利厚生（C&B）部門と連携し、人材計画や採用方針の策定を支援する。

Are you an experienced **Talent Acquisition Manager** looking to lead recruitment strategy and build a high-performing hiring team in Japan? Join a **global oncology-focused pharmaceutical company** expanding its presence in the Japanese market.

As the **Talent Acquisition Manager**, you will lead the development and execution of the company's **Japan recruitment strategy**, overseeing end-to-end hiring across commercial, medical, and corporate functions. You will work closely with business leaders, hiring managers, HR Business Partners (HRBPs), and Compensation & Benefits (C&B) teams to align recruitment priorities with organizational goals.

This is an exciting opportunity to **build and develop a Talent Acquisition team in Japan**, establish effective recruitment processes, and shape the company's talent strategy during a period of business growth.

Key Responsibilities

- **Talent Acquisition Strategy**: Design and execute a comprehensive recruitment strategy for Japan, aligning hiring priorities with business objectives and workforce requirements.
- **Recruitment Team Leadership**: Build and lead the Japan Talent Acquisition team, providing coaching, guidance, and professional development to strengthen recruitment capabilities and maintain high team performance.
- **Hiring Plan Execution**: Translate Japan's workforce and recruitment plans into actionable hiring priorities, ensuring effective resource allocation and recruitment delivery.
- **End-to-End Recruitment Management**: Oversee the full recruitment lifecycle, from sourcing and candidate assessment to selection, offer management, and hiring coordination across commercial, medical, and corporate functions.
- **Hiring Manager Partnership**: Collaborate with hiring managers to define role requirements, establish selection criteria, resolve recruitment challenges, and deliver effective hiring solutions.
- **Cross-Functional HR Collaboration**: Partner with **HR Business Partners (HRBPs)** and **Compensation & Benefits (C&B)** teams on strategic workforce planning and recruitment-related initiatives.
- **Stakeholder Management**: Build strong relationships with business leaders and internal stakeholders, providing recruitment expertise and influencing hiring decisions to support organizational growth.

Required Skills

必須条件経験・資格：

- 日本国内でのタレントアクイジション（採用）実務経験 7年以上
- ビールマネジメント経験 2年以上
- 営業、メディカル、コーポレート各領域における採用プロセス全体の経験
- 各部署のマネージャーなど、社内関係者との調整・連携経験
- 大学卒業以上。

ソフトスキル：

- **影響力・合意形成力**：多様な関係者を巻き込み、採用方針の合意形成と意思決定を推進できる方
- **課題分析・解決力**：採用上の課題を的確に分析し、効果的な解決策の立案・実行につなげられる方
- **リーダーシップ**

語学力：

- 日本語：ネイティブレベル
- 英語：ビジネスレベル

歓迎条件

- 採用チームの立ち上げ、採用プロセスの構築・改善を主導した経験
- 外資系企業やグローバル環境において、海外の人事チームと連携しながら採用活動を推進した経験
- オンコロジーへの興味・関心

採用企業について

オンコロジー（がん領域）に特化した外資系バイオ医薬品企業。

革新的な医薬品の研究・開発・提供を通じて、患者の治療成果と生活の質の向上を目指しています。科学的イノベーションを基盤に、経口分子標的治療薬の開発を推進するグローバル企業です。

この求人がおすすめの理由

- **日本の採用体制を構築**：TAチームの立ち上げや採用機能の整備に主体的に携われる。
- **採用戦略をリード**：事業計画に基づく採用方針の策定から実行まで、一貫して主導できる。
- **マネジメント実績を積める**：メンバーの育成を通じて、リーダーシップスキルを磨ける。
- **幅広い職種の採用に携わる**：営業、メディカル、コーポレートなど、多様な人材の獲得を推進できる。
- **柔軟な働き方**：柔軟な勤務環境で、仕事とプライベートの両立を目指す。
- **医療の発展に貢献**：革新的ながん治療薬の開発を、採用の立場から支えられる。

Required Skills and Qualifications Experience:

- Minimum **7 years of Talent Acquisition or recruitment experience in Japan**, with a strong understanding of the Japanese hiring market.

- At least **2 years of people management experience**, including leading, coaching, and maintaining the performance of recruitment teams.
- Proven experience managing **end-to-end recruitment across commercial, medical, and corporate functions**.
- Strong background in **recruitment strategy, hiring plan execution, and talent acquisition operations**.
- Demonstrated experience in **stakeholder management**, partnering with hiring managers and business leaders to deliver recruitment objectives.
- Bachelor's degree or equivalent qualification.

Soft Skills:

- Excellent communication and interpersonal skills, with the ability to influence stakeholders and build consensus.
- Strong leadership and coaching abilities to develop a high-performing Talent Acquisition team.
- Excellent problem-solving skills and the ability to address complex recruitment challenges.
- Strategic thinking and organizational skills, with the ability to prioritize hiring requirements in a dynamic business environment.
- Strong relationship-building and collaboration skills when working with cross-functional HR teams and senior business leaders.
- Proactive, results-oriented mindset with a commitment to improving recruitment outcomes.

Language Requirements:

- **Japanese:** Native level - essential for recruitment activities, candidate engagement, and communication with local hiring managers.
- **English:** Intermediate to Business level - required for collaboration with global HR teams and international stakeholders.

Preferred Skills & Qualifications

- Experience in **Talent Acquisition within the pharmaceutical, biotechnology, healthcare, or life sciences industry**.
- Experience establishing or scaling **recruitment teams and Talent Acquisition functions** in Japan.
- Familiarity with **strategic workforce planning, talent pipelining, and recruitment process improvement**.
- Experience partnering with **HRBP and Compensation & Benefits teams** on recruitment and workforce initiatives.
- Exposure to recruitment practices in multinational organizations and collaboration with global HR stakeholders.

About the Company

Our client is a **global oncology-focused biopharmaceutical company** committed to discovering, developing, and delivering innovative medicines that improve patients' lives and treatment outcomes.

With a strong foundation in **scientific research and pharmaceutical innovation**, the company is advancing a broad portfolio of oral targeted therapies aimed at transforming cancer treatment worldwide.

As the organization establishes and expands its operations in Japan, it is focused on building the talent and organizational capabilities required to support its growth.

This presents an opportunity for an experienced Talent Acquisition professional to play a central role in **developing the Japan recruitment function, attracting specialist talent, and supporting long-term business success**.

Why You'll Love Working Here

- **Competitive Salary:** Attractive annual compensation of **¥11M-¥14M**, reflecting the responsibilities of a strategic Talent Acquisition leadership position.
- **Build a Recruitment Function from the Ground Up:** Take ownership of establishing and developing the Japan Talent Acquisition team, recruitment processes, and hiring strategy.
- **Leadership & Career Development:** Strengthen your expertise in recruitment leadership, strategic workforce planning, and talent acquisition management.
- **Global Collaboration:** Work closely with international HR teams, local business leaders, and cross-functional stakeholders in a globally connected pharmaceutical organization.
- **Flexible Work Environment:** Benefit from flexible working arrangements that support work-life balance.
- **Dynamic & Growing Organization:** Join a company expanding its presence in Japan, with opportunities to influence hiring strategies and organizational development.
- **Meaningful Industry Impact:** Help attract and develop the talent supporting a global pharmaceutical company's mission to advance oncology treatments and improve patient outcomes.

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。