【外資系医療機器メーカー】人材開発スペシャリスト

医療画像技術をリードするグローバル企業で、社員の成長と組織力の向上を支えませんか

Job Information

Recruiter
Morgan McKinley

Job ID
1619415

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

医療画像技術をリードするグローバル企業で、社員の成長と組織力の向上を支える人材開発スペシャリストのポジションです。

グローバルの人材育成プログラムを日本の事業環境に合わせて展開し、研修の企画・実行から効果検証・改善まで、人材育成戦略を主体的に推進できます。

従業員同士が支え合う、協力的でフレンドリーなチーム環境も魅力です。

L&Dや研修開発の経験と英語力を活かし、人材開発を通じて社員と組織の成長を支え、医療技術の発展に貢献したい方におすすめです。

主な職務内容

- HRビジネスパートナー（HRBP）や各部門のリーダーと連携し、研修プログラムを企画・構築し、実行する。
- 事業目標に沿ったリーダーシップ開発やキャリア開発施策を企画・推進する。
- グローバルで展開される人材育成プログラムを、日本の組織や事業ニーズに合わせてローカライズし、実行する。
- 研修ベンダーや外部ファシリテーターと連携し、研修の企画・運営を推進する。
- 人材育成施策に関するデータ分析を行い、効果検証と継続的な改善につなげる。
- 各部門の人材育成ニーズを把握し、事業目標に沿った研修・能力開発施策の企画に反映する。
- 研修のファシリテーションを通じて参加者の積極的な関与を促し、効果的な学習機会を提供する。

Join a **global leader in medical imaging technology** as a **Talent Management Specialist**, supporting organisational development, employee growth and leadership capability across its Japan business.

In this permanent position, you will play an important role in designing, implementing and enhancing **talent management and Learning & Development (L&D) programmes** that support business priorities and long-term organisational success.

Working closely with **HR Business Partners (HRBPs), business leaders and key stakeholders** , you will identify development needs, establish effective training initiatives and help employees build the capabilities required for future growth.

You will lead the planning and delivery of **leadership development, career development and employee training programmes**, ensuring that learning initiatives align with organisational objectives and contribute to a strong talent pipeline.

As part of a global organisation, you will also be responsible for adapting **global talent development programmes to the Japanese market**, balancing international HR frameworks with local business requirements and workplace culture.

You will collaborate with **external training vendors and professional facilitators** , coordinate learning activities, analyse programme effectiveness and recommend continuous improvements based on data and stakeholder feedback.

This opportunity is ideal for an experienced **Talent Management Specialist, Learning & Development Specialist, HR Development Professional or Organisational Development Specialist** seeking a high-impact HR role in Tokyo within the medical technology and life sciences sector.

Key Responsibilities

- Design, develop and implement **talent management and Learning & Development programmes** that support employee growth and organisational objectives.
- Partner with **HR Business Partners, department heads and business leaders** to identify capability gaps, training needs and talent development priorities.
- Plan, coordinate and deliver **leadership development programmes** to strengthen management capabilities and support future organisational needs.
- Develop and execute **career development initiatives** that encourage employee progression and long-term professional growth.
- Translate **global talent management and L&D frameworks** into effective local programmes aligned with the Japanese business environment.
- Facilitate training sessions and learning activities, encouraging **active participation, engagement and constructive communication**.
- Coordinate with **external training providers, vendors and professional facilitators** to deliver high-quality learning experiences.
- Monitor and evaluate **training effectiveness, employee feedback and development programme outcomes** using relevant data and performance indicators.
- Identify opportunities to improve **learning processes, training delivery and talent development strategies** through continuous analysis and stakeholder consultation.
- Build strong working relationships across **local HR teams, global HR stakeholders and business functions** to ensure consistent execution of talent development initiatives.

Required Skills

必須条件 経験・資格：

- 人材開発、教育研修、L&Dなど、タレントマネジメント領域における実務経験 5年以上
- 研修プログラムの企画・設計、および実施経験
- 研修のファシリテーション経験
- 受講者の積極的な参加を促し、課題発生時にも適切なコミュニケーションを取れる研修ファシリテーション能力
- 大学卒業、または同等の資格・経験

ソフトスキル：

- グローバルの方針と日本の組織・事業環境の双方を理解し、適切に施策へ反映する調整力
- 多様な関係者と信頼関係を構築し、円滑に連携できるコミュニケーション能力
- 課題を的確に把握し、解決策の立案・実行につなげる問題解決能力
- 社員の成長、継続的な学習、組織改善に主体的に取り組む積極性

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
- 外資系企業・グローバル企業において、国内外の人事関係者と連携した経験
- タレントマネジメント、組織開発、リーダーシップ開発に関するフレームワークの知識

採用企業について
外資系医療機器メーカー。

医療画像技術の開発において世界をリードするグローバル企業です。

先進的な技術を通じて医療分野の発展を支え、国際的な事業基盤のもとでビジネスを展開しています。

フレンドリーな社風も魅力です。

この求人がおすすめの理由
- **人材育成戦略を企画段階から推進：** 研修の運営にとどまらず、人材育成施策の企画から実行、効果検証、改善まで幅広く携われます。
- **グローバルな知見を日本の組織に活かす：** 海外で展開されるプログラムを日本の事業環境に合わせて実行し、グローバルとローカルをつなぐ役割を担えます。
- **協力的なチーム環境：** HRBP、各部門のリーダー、外部パートナーなど、多様な関係者と連携しながら人材開発を推進できます。
- **柔軟な働き方：** 柔軟な働き方が可能な環境で、自律的に業務を進められます。
- **医療画像技術をリードするグローバル企業：** 世界をリードする医療画像技術企業で、人事・人材開発の専門性を活かし、社員と組織の成長に貢献できます。

転職のご相談もお気軽にどうぞ。

Required Skills and Qualifications **Experience:**
- **5+ years of professional experience in talent management, Learning & Development, HR development or a closely related HR function**.
- Proven experience **planning, developing and delivering employee training programmes** within a corporate environment.
- Experience supporting **leadership development, career development or organisational capability-building initiatives**.
- Practical ability to **facilitate training sessions**, encourage employee participation and maintain effective communication when addressing challenges.
- Experience collaborating with **HR Business Partners, business leaders and cross-functional stakeholders** to identify and address development needs.
- Ability to manage training activities from **initial planning and stakeholder coordination through implementation and evaluation**.
- Understanding of how to align **talent development initiatives with business objectives and organisational priorities**.
- Experience reviewing training feedback or programme data to identify opportunities for **continuous improvement**.

Soft Skills:
- Excellent **communication and interpersonal skills**, with the ability to engage employees, HR colleagues and senior business stakeholders.
- Strong understanding of **global and local business environments**, with the ability to balance international HR practices and Japanese workplace requirements.
- Effective **problem-solving skills** and the ability to address challenges constructively during training and development activities.
- Strong collaboration skills when working with **HRBPs, business leaders, training vendors and external facilitators**.
- Excellent organisational and coordination skills, with the ability to manage multiple learning initiatives and stakeholder expectations.
- Proactive and adaptable working style, with a commitment to **employee development, continuous learning and organisational improvement**.

Language Requirements:
- **Japanese:** Native level for training facilitation, employee engagement and communication with local business stakeholders.
- **English:** Intermediate to business level for collaboration with global HR teams and implementation of international talent development programmes.

Preferred Skills & Qualifications
- Experience working in a **multinational organisation** with both global and local HR stakeholders.
- Familiarity with **talent management, organisational development and leadership development frameworks** .
- Experience adapting **global Learning & Development programmes** to local business needs and cultural requirements.
- Strong facilitation skills and experience delivering **interactive workshops, employee training or leadership development sessions**.
- Experience coordinating **external learning vendors, training consultants or professional facilitators** .
- Familiarity with **training evaluation, learning analytics and data-driven improvement** of employee development programmes.

About the Company
Our client is a **global leader in medical imaging technology development**, operating within the medical technology and life sciences industry.

The organisation focuses on advancing medical imaging technologies that support healthcare professionals and contribute to improvements in medical practice.

As an international business, the company brings together **global expertise, local market knowledge and specialist technical capabilities** to support its operations and continued development.

Its HR function plays an important role in strengthening organisational capabilities by helping employees and leaders develop the skills needed to succeed in a changing business environment.

The company offers a **dynamic, collaborative and supportive working culture**, where HR professionals can work closely with business leaders and contribute directly to talent development priorities.

This position provides an opportunity to shape and implement **talent management and Learning & Development strategies** while gaining exposure to both global HR initiatives and local organisational needs.

Why You'll Love Working Here

- Join a **global leader in medical imaging technology** within the life sciences and medical technology sector.
- Take an active role in shaping **talent management and employee development strategies** for the Japan business.
- Enjoy a **flexible working environment** that supports different working styles.
- Work with a **dynamic, friendly and collaborative HR team** and supportive business stakeholders.
- Gain hands-on experience developing **leadership training, career development and employee learning programmes**.
- Contribute to the **planning and implementation of talent management initiatives from the ground up** .
- Collaborate with **global HR teams and local business leaders** , gaining valuable international and Japanese market experience.
- Build expertise in **global-to-local HR programme implementation** and organisational development.
- Develop your skills in **training facilitation, stakeholder management, learning analytics and programme improvement**.
- Make a meaningful contribution to **employee growth, leadership capability and long-term organisational development**.

Don't Miss Out - Apply Now!

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。