

【1000 ~ 1800万円】Compliance Director ・ Business Partnering Adviso…

グラクソ・スミスクライン株式会社での募集です。 内部統制・SOX・コンプライア…

Job Information

Recruiter
JAC Recruitment Co., Ltd.

Hiring Company
グラクソ・スミスクライン株式会社

Job ID
1619697

Industry
Pharmaceutical

Company Type
International Company

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
10 million yen ~ 18 million yen

Work Hours
09:00 ~ 17:45

Holidays
【有給休暇】初年度 10日 1か月目から 【休日】完全週休二日制 土 日 祝日 GW 夏季休暇 年末年始 四季休暇 (フレックス…

Refreshed
October 29th, 2026 18:18

General Requirements

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

【求人No NJB2420653】
Key Responsibilities
Act as the primary Compliance business partner and advisor to assigned Business Units and promoted brands providing real time risk informed guidance that enables faster launch campaign and HCP engagement decisions.

Embed Compliance early into brand strategy business planning speaker programs and promotional/information provision

activities framing risk at the point of decision rather than after the fact.

Interpret and translate MHLW Guidelines PMD Act advertising requirements JPMA standards and GSK written standards into clear practical business solutions and “how to comply” advice.

Partner with BU Heads Marketing Sales and Medical to evaluate risk appetite identify proactive and pragmatic mitigations and support well documented defensible business decisions.

Own and drive the local Risk Management Compliance Board （RMCB） agenda for assigned areas ensuring visibility escalation and remediation of significant compliance risks to the Head of Japan Compliance and JLT.

Design embed and continuously improve the Internal Control Framework for assigned BUs emphasizing prevention ・ early warning indicators controls and capability building over detection alone.

Lead root cause analysis and CAPA for compliance issues in the business ensuring accountable owners due dates evidence based closure and effectiveness checks that withstand inspection.

Deliver targeted training coaching and communications on the GSK Code of Conduct and key risks building compliance capability and confident decision making within the business.

Foster high ethical standards Speak Up culture; promote transparency and psychological safety so employees raise concerns early and handle sensitive matters with appropriate confidentiality.

Partner with Independent Business Monitoring the Supervisory Division Legal HR and Investigations to align monitoring insights feed lessons learned back into the business.

Breadth/ Scope of Accountability:

Japan wide advisory accountability for assigned Business Units and promoted brands across the end to end commercial and information provision lifecycle.

Works across Commercial Medical Material Excellence Legal HR the Speaker Program CoE and enabling functions while preserving Compliance’s independent challenge role.

Advises and influences without direct commercial ownership; business and functional leaders retain accountability for their activities risks and controls.

Accountable for the quality timeliness and defensibility of Compliance advice RMCB inputs and CAPA discipline for the assigned portfolio.

Trusted with highly confidential and sensitive matters; expected to escalate significant risk without delay.

*Future scope of job and working location will be determined by company.

Required Skills

Knowledge/ Education/ Previous Experience Required:

A. Educational Background

Minimum Level of Education: Bachelor’s degree or equivalent practical experience
Area of Specialization: Law Compliance Life Sciences Pharmacy Business Risk Management or related discipline
Why is this level required: The role must interpret complex requirements advise senior business leaders and translate regulation into practical risk based decisions.
Preferred Level of Education: Postgraduate qualification or relevant professional certification
Preferred Area of Specialization: Compliance Legal Regulatory Business Administration or Risk Management
Why preferred: Additional depth supports strategic business partnering independent challenge and senior level influence.

B. Job Related Experience

Typically 8 or more years of relevant experience in pharmaceutical/healthcare compliance ethics legal regulatory or risk management including a track record of value added business partnering. Equivalent depth may be considered.

Demonstrated ability to advise and influence senior commercial and medical leaders balancing enablement of business performance with independent challenge.

Practical experience embedding internal control frameworks running RMCB/governance processes and driving evidence based CAPA and remediation.

People management or team leadership experience preferred; experience operating in a highly matrixed multicultural organisation across geographies.

C. Other Job Related Skills/ Background

Strong working knowledge of Japan pharmaceutical compliance expectations ・ MHLW Guideline for Product Information Provision Activities PMD Act advertising requirements JPMA standards and applicable GSK written standards.

Excellent business acumen and the ability to differentiate significant from less significant risks and offer pragmatic proactive mitigations.

Clear written and verbal communication in Japanese（native level）and English（business level）; able to influence coach and facilitate cross functional discussions.

Strong problem solving and conflict management skills learning agility and the ability to maintain confidentiality trust and independence.

Comfort with data monitoring analytics and the responsible use of approved AI/digital tools to anticipate and prevent risk.

High integrity sound judgement courage to escalate and a preventive mindset focused on effective controls rather than administrative burden.

*Legal right to work in Japan.

Company Description

グラクソ・スミスクライン社（以下 GSK社）は、医療用医薬品・ワクチン事業をグローバルに展開し、全ての事業で製品を研究・開発・製造している科学に根ざしたグローバルヘルスケアカンパニーです。2000年にスミスクライン・ビーチャムとグラクソ・ウエルカムが合併し、GSKが誕生しました。グループ全体で世界およそ150の国と地域に約10万人の社員が就業しており、高品質で必要とされるヘルスケア製品をより多くの人々に届けることを目指しています。