

【1000 ~ 1500万円】Senior Manager Learning Business Partner Drug D…

ブリストル・マイヤーズ スクイブ株式会社での募集です。 臨床開発リーダー・臨床…

Job Information

Recruiter
JAC Recruitment Co., Ltd.

Hiring Company
ブリストル・マイヤーズ スクイブ株式会社

Job ID
1619721

Industry
Pharmaceutical

Company Type
International Company

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
10 million yen ~ 15 million yen

Work Hours
09:00 ~ 17:15

Holidays
【有給休暇】初年度:試用期間終了後1 ~ 10日（入社時期により異なる）/2年度目:13日 ※入社後、年間休日日数は年毎に変更がご…

Refreshed
October 29th, 2026 18:18

General Requirements

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

【求人No NJB2421067】
■Role Overview / Description
The Sr. Manager Learning Business Partner（LBP）serves as the primary Drug Development learning partner and advisor for the Tokyo site ・ responsible for identifying capability needs shaping the Drug Development site learning plan and ensuring the effective delivery of aligned high impact learning solutions including hands on local delivery and facilitation where needed.

This role is part of a global R D Learning team and plays a critical part in enabling Tokyo's growth by translating enterprise learning strategy into localized performance driven capability building addressing gaps in accessibility localization and application. In addition to site facing responsibilities the LBP works across Enterprise Learning the LEAP Global Capability Center APAC regional teams and HR to implement scalable learning solutions strengthen manager led development and support measurable performance outcomes

■Key Responsibilities
Site Partnership Strategy（Drug Development）
・Partner with Tokyo Drug Development / R D leaders to identify capability needs and learning priorities aligned to business objectives growth plans and regulatory requirements
・Contribute to and execute the Drug Development site learning plan translating enterprise and global DD priorities into localized role based learning solutions and experiences
・Build and manage a structured learning approach for the DD population at the site including role based pathways and integration of enterprise and local offerings

Local Delivery Localization
・Facilitate and/or coordinate local facilitation of with SMEs onboarding skill development enterprise and Drug Development programs at the site as required including scheduling hosting and cohort based session delivery
・Lead the localization of enterprise learning solutions ensuring global programs are adapted for language cultural context and business relevance
・Support delivery logistics for enterprise led leadership skills and functional programs run at or through the Tokyo site in partnership with the site learning lead

Global Team Contribution
・Partner with Enterprise Learning teams to align on enterprise programs（e.g. leadership skills compliance） and drive local pull through adoption and relevance for the Tokyo population
・Operate as a member of the global R D Learning team supporting broader learning initiatives and program beyond the Tokyo site as needed
・Establish and manage a site level engagement model with the LEAP Global Capability Center（GCC） to support learning design development delivery and measurement with clear processes and prioritization

Regional Cross Site Alignment
・Engage with the APAC Regional Learning Lead to align on cross・Drug Development functional and site support regional demand prioritization and LEAP intake and regional programs and projects
・Contribute to APAC cohort aligned delivery of regional programs including potentially virtual facilitation and/or delivery that serves learners at other APAC sites
・Collaborate with APAC site Learning Business Partners Site Learning Leads and HR Business Partners to align approaches share best practices and ensure integration with broader talent and workforce priorities

Enablement Effectiveness
・Manage Drug Development learning demand planning and prioritization for the site surfacing aggregated demand into regional and LEAP intake
・Monitor learning effectiveness and gather feedback to continuously improve solutions with a focus on increasing application and impact

Required Skills

■Key Capabilities / Skills
Strategic consulting stakeholder influence
Learning strategy design and portfolio management
Facilitation and learning delivery in person and virtual
Localization and cross cultural learning expertise
Global operating mindset ・ comfort owning enterprise level work and collaborating across time zones in a globally distributed team
Strong understanding of the R D environment（e.g. regulatory decision making scientific context）
Data driven mindset with ability to link learning to outcomes
Strong collaboration across global and matrixed organizations

■Experience Requirements
Experience in Learning Development HR or capability building
Experience partnering with senior leaders in a complex global organization
Experience designing implementing and delivering learning strategies and large scale programs including direct facilitation
Experience working across global and local operating models preferred
Experience in a pharmaceutical / biotech / R D environment preferred

Company Description

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