

【972万円 ~ 】Ethics Compliance

大手メーカーでの募集です。 法務のご経験のある方は歓迎です。

Job Information

Recruiter
JAC Recruitment Co., Ltd.

Hiring Company
大手メーカー

Job ID
1619861

Industry
Pharmaceutical

Company Type
International Company

Job Type
Permanent Full-time

Location
Hyogo Prefecture

Salary
9 million yen ~ Negotiable, based on experience

Work Hours
08:45 ~ 17:30

Holidays
詳細は求人ご紹介時にご案内いたします。

Refreshed
October 29th, 2026 18:20

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 NJB2405412】
■E C Program Management

・Assess compliance communications and training needs for the affiliate to effectively support ethics and compliance program needs and organizational change management goals and objectives.
・Conduct regular E C risk assessment of affiliate practices and work with leaders to put in place appropriate responsive actions.

・Design and execute monitoring plans for the affiliate to address identified and prioritized risk areas.
・Consult on investigations with ethics and compliance implications and always collaborate with HR on speak up and investigations.
・Drive application of effective corrective and preventive action plans responsive to monitoring and investigation findings.
・Deliver meaningful insight to affiliate leadership derived from monitoring and other activities.
・Represent Japan externally with industry Ethics and Compliance peer groups the industry association and regulators not only to understand the external environment but to influence and shape it including by promoting high ethical standards across the pharmaceutical industry.
・Provide input into development of corporate compliance policies and procedures that reflect the needs of the affiliate. Work with leaders in the affiliate to develop and implement localized procedures. Ensure that these local procedures are consistent with global or business unit policies and procedures（or that any necessary exceptions are in place） and that they are effectively communicated to all impacted employees in the affiliate.
・Leverage AI automation and data analytics to generate valuable insights that catch risks early and prevent risks within areas of responsibility.

■Business Influence and Cross Function Collaboration
・Through deep business acumen and effective influence across different layers of the organization/leadership ensure business discussions and decisions encompass and consistently take into consideration appropriate ethics and compliance elements and that there is clear business ownership of ethics in all decisions taken.Influence leadership and business practices through effective communication of internal policies/standards and external environment risks.
・Ensure an open and collaborative environment that promotes teamwork open communication and collaborative interactions to foster a culture of integrity.
・Orchestrate support from areas in Global Ethics and Compliance and other assurance functions.
・Collaborate with and influence Alliance Partner（s） to ensure high performance with high integrity in alliance settings in close partnership with business. Lead the compliance review and compliance agreement development for new business development deals.

Required Skills

【Basic Requirements】
・At least 3 years of experience within the pharmaceutical or related healthcare industry with knowledge of local laws regulations guidance and Codes.
・ Solid leadership experience
・Cross functional experience experience to manage alliance situations preferred.
・Professional level proficiency in Japanese（speak read and write） ・ preferably at the level to operate effectively with industry associations and regulators in Japan.
・Professional level proficiency in English to effectively collaborate with international E C colleagues.
・ Bachelor's degree

【Additional Preferences】
・Demonstrated ability to consistently apply good judgement to enable quality business decisions.
・Ability to influence without authority and drive change across all layers of the organization.
・Strong strategic and critical thinking with the ability to operationalize strategy and translate ambiguity and complexity into meaningful action.
・High proficiency in AI automation and data analytics with the ability to analyze and visualize data for effective communication.
・Finance background preferred with the ability to interpret financial data and follow financial flows.
・Strong business knowledge and results orientation.

Company Description

ご紹介時にご案内いたします