【外資系医療機器】採用リーダー｜マネージャー候補

ロボティクス技術による低侵襲医療を推進する外資系医療機器メーカーです

Job Information

Recruiter
Morgan McKinley

Job ID
1620943

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

ロボティクス技術による低侵襲医療を推進する外資系医療機器メーカーにて、日本法人の採用戦略立案から中途採用全般をリードするポジションです。

中長期的には、チームマネジメントも担っていただくことを想定しています。

フレンドリーで優秀なチーム、ハイブリッド勤務ができる柔軟な環境も魅力です。

採用の専門性を高めながらキャリアアップしたい方や、社会的意義のある医療技術を人材面から支え、将来的にチームマネジメントに挑戦したい方におすすめです。

年収1,000万円以上（詳細はお問い合わせください）。

主な職務内容

- 採用チームの中心的メンバーとして、以下の業務でリーダーシップを発揮していただきます。
- 日本法人の事業戦略や採用ニーズに沿ったタレントアクイジション戦略の策定・実行
- 候補者のソーシングから選考、オファー調整、採用決定までの中途採用プロセス全般の管理
- 営業・マーケティングなどのコマーシャル部門を中心とした採用活動の主導
- 組織の成長や将来的な人材ニーズを踏まえた中長期的な採用計画の立案・推進
- 各部署への採用戦略や候補者選定に関するアドバイス・提案
- 現在および将来の採用ニーズに対応する候補者ソーシング戦略とタレントパイプラインの構築
- グローバルチームと連携した日本法人の企業文化・組織づくりの推進
- 採用上の課題を特定し、採用活動の効率性・対応スピード・採用成果の改善につながる施策の提案・実行
- ※中長期的には、チームマネジメントも担っていただくことを想定しています。

Join an **innovative global medical device company** as a **Senior Talent Acquisition Specialist**, taking a leading role in shaping recruitment strategy and building high-performing teams across its Japan business.

Based in Tokyo, this permanent opportunity combines **hands-on talent acquisition, strategic workforce planning and stakeholder partnership**, with a clear opportunity to progress into a people management position in the medium term.

You will act as a **senior voice within the Talent Acquisition team**, providing expertise on recruitment priorities, identifying high-quality candidates and helping establish an effective hiring strategy aligned with business growth.

A key focus will be **end-to-end recruitment for commercial functions**, ensuring the organisation attracts and secures the talent needed to strengthen its capabilities and support its business objectives.

Beyond individual recruitment assignments, you will develop and implement **medium- to long-term hiring plans**, lead recruitment projects and work closely with business leaders to build teams and organisational capabilities.

You will also collaborate with **global HR and Talent Acquisition stakeholders** to strengthen the company's culture in Japan, aligning global organisational priorities with local hiring needs and workplace practices.

This position is particularly attractive to an experienced **Senior Recruiter, Talent Acquisition Partner, Recruitment Lead or Talent Acquisition Specialist** who is ready to take greater strategic ownership and develop towards a **Talent Acquisition Manager or people leadership role**.

Key Responsibilities

- Develop and implement a comprehensive **Talent Acquisition strategy** aligned with the company's Japan business priorities.
- Manage **end-to-end recruitment processes**, from sourcing and candidate assessment through to offer management and successful hiring.
- Lead recruitment activities for **commercial functions**, identifying and attracting high-calibre candidates for business-critical positions.
- Build and execute **medium- to long-term hiring plans** that support organisational development and future workforce requirements.
- Act as a **senior Talent Acquisition adviser** to hiring managers and business stakeholders, providing guidance on recruitment strategy and candidate selection.
- Lead **recruitment projects and organisational hiring initiatives**, supporting the development of high-performing teams.
- Establish effective **candidate sourcing strategies and talent pipelines** to address current and anticipated recruitment needs.
- Collaborate with **global HR and Talent Acquisition teams** to strengthen and develop the organisation's culture in Japan.
- Identify hiring challenges and recommend practical solutions to improve **recruitment effectiveness, responsiveness and hiring outcomes**.
- Prepare for a potential transition into **people management responsibilities**, contributing to team development and the future direction of the Talent Acquisition function.

Required Skills

必須条件 経験・資格：

- 採用業務経験 5年以上
- ソーシングから候補者の評価、オファーマネジメントまで、中途採用サイクル全般の知識・経験
- 中長期的な採用戦略の立案に携わった経験
- 採用プロジェクトをリードした実績、および採用を通じて組織の成長や体制強化を支援した経験
- 大学卒業以上、または同等の学歴・経験

ソフトスキル：

- 問題解決能力
- コミュニケーション能力とステークホルダーマネジメント力
- 不確実な状況でもスピード感をもって最適な対応ができる柔軟性、判断力

- リーダーシップ

語学力：
- **日本語**：ネイティブレベル
- **英語**：中級〜ビジネスレベル

歓迎条件
- グローバル企業や多国籍企業での勤務経験、および海外人事チームとの協働経験
- 医療機器、ヘルスケア、ライフサイエンス、製薬業界の知識
- 営業・マーケティング職など、コマーシャル部門の採用経験

採用企業について
外資系医療機器メーカー。

ロボット支援技術を活用した低侵襲医療を専門分野としており、医療手技の進歩や患者ケアの向上に貢献しています。

この求人がおすすめの理由
- 採用経験を活かし、マネージャーを目指せるキャリア機会
- フレンドリーで優秀なチーム
- グローバルチームとの協働機会も
- ハイブリッド勤務・フレックスタイム制度あり
- ロボティクス技術により低侵襲医療をHRから支える、社会的意義のある仕事
- 年収1,000万円以上（詳細はお問い合わせください）

Required Skills and Qualifications **Experience:**
- **5+ years of professional experience in Talent Acquisition or recruitment** , with the ability to manage hiring processes independently.
- Demonstrated experience developing or contributing to **strategic recruitment plans and medium- to long-term hiring strategies**.
- Proven experience **leading recruitment projects** and supporting organisational growth through effective hiring.
- Strong track record of identifying, attracting and securing **high-quality candidates** for business-critical roles.
- Experience partnering with **hiring managers and business stakeholders** to understand recruitment priorities and workforce requirements.
- Ability to manage **end-to-end recruitment activities**, including sourcing, candidate assessment and hiring coordination.
- Experience supporting the development of **teams, business functions or organisational capabilities** through recruitment.
- Ability to balance **hands-on recruitment delivery with strategic Talent Acquisition responsibilities** .

Soft Skills:
- Strong **problem-solving skills**, with the ability to identify recruitment challenges and develop practical solutions.
- Excellent **communication and stakeholder management skills**, including the ability to provide clear recommendations to business leaders.
- High level of **agility and adaptability**, particularly when priorities are changing or information is incomplete.
- Ability to **act quickly and make sound decisions** in ambiguous or fast-moving situations.
- Strong sense of ownership, initiative and accountability for **recruitment outcomes and hiring strategy** .
- Collaborative mindset and the potential to develop into a **people management or Talent Acquisition leadership role**.

Language Requirements:
- **Japanese:** Native level, essential for recruitment activities and stakeholder communication within the Japan business.
- **English:** Intermediate to business level, enabling effective collaboration with global HR and Talent Acquisition stakeholders.

Preferred Skills & Qualifications
- Previous Talent Acquisition experience within the **medical devices, healthcare, life sciences or pharmaceutical industries**.
- Experience recruiting for **commercial, sales or other business-facing functions** .
- Exposure to **global or multinational organisations**, including collaboration with international HR teams.
- Experience taking ownership of **recruitment strategy, workforce planning or organisation-building initiatives** .
- Experience mentoring colleagues, coordinating recruitment teams or demonstrating potential for **future people management responsibilities**.
- **Bachelor's degree** or equivalent educational background.

About the Company
Our client is a **highly innovative leader in the medical devices industry** , developing advanced technologies that support modern healthcare.

The organisation specialises in **minimally invasive care through robotic-assisted technologies** , contributing to the advancement of medical procedures and patient care.

With innovation at the centre of its business, the company operates in a technology-driven healthcare environment where attracting and retaining talented professionals is an important strategic priority.

Its Japan business works in collaboration with **global stakeholders**, creating opportunities for HR professionals to contribute to both local organisational development and internationally aligned people initiatives.

The company offers a **friendly, capable and collaborative team environment** , providing an attractive setting for experienced Talent Acquisition professionals who value professional relationships and meaningful contributions.

For an ambitious recruitment specialist, this opportunity provides a platform to combine **strategic hiring responsibilities, commercial recruitment expertise and future leadership development** within a growing area of medical technology.

Why You'll Love Working Here

- Join a **highly innovative medical device company** advancing minimally invasive care through robotic-assisted technologies.
- Take a **senior, influential role in the Talent Acquisition team** , helping shape recruitment strategy in Japan.
- Enjoy a **clear opportunity to progress into people management responsibilities** in the medium term.
- Build and implement **medium- to long-term hiring strategies** with a direct impact on organisational development.
- Lead **end-to-end recruitment for commercial and business-critical positions** .
- Collaborate with **global HR and Talent Acquisition stakeholders** to strengthen the company's Japan culture.
- Benefit from a **competitive, above-market compensation package** .
- Enjoy a **flexible working environment** , including hybrid working arrangements and flexitime.
- Work alongside a **friendly, capable and supportive team** .
- Develop your career towards a **Talent Acquisition Manager or HR leadership position** within an innovative medical technology organisation.

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。