

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

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
1624226

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
November 26th, 2026 16:07

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】
Job Purpose:

Serve as the senior Compliance business partner and trusted advisor to GSK Japan’s Business Units （ BUs ） promoted brand teams and functional leaders while leading the planning and operational excellence of the Japan Compliance function. The role enables fast risk informed decisions at the point of business need by embedding Compliance early into brand

planning launches HCP engagement and promotional/information provision activities and by translating MHLW PMD Act JPMA and GSK written standards into practical business guidance.

It converts enterprise and local risk priorities into an integrated Compliance plan and ensures disciplined inspection ready execution through clear governance preventive controls data driven insights simplified processes and continuous improvement.

The role leads two direct reports covering enterprise risk management audits and Independent Business Monitoring （IBM） Privacy Anti Bribery and Anti Corruption （ABAC） and the third party risk management framework and strengthens a values based Speak Up culture ・ positioning Compliance as a strategic advisor rather than only a control function.

Key Responsibilities:

Act as the senior Compliance business partner and advisor to BU Heads promoted brand teams and functional leaders providing real time pragmatic risk based guidance on strategies launches campaigns and HCP engagement while preserving independent challenge.

Embed Compliance early into brand strategy business planning speaker programs and promotional/information provision activities translating MHLW Guidelines PMD Act advertising requirements JPMA standards and GSK written standards into clear “how to comply” solutions.

Translate GSK enterprise Compliance priorities and Japan business risks into an integrated annual Compliance plan roadmap and governance calendar with clear outcomes owners milestones and resource priorities.

Own the Japan enterprise risk management cycle and RMCB agenda including risk identification assessment mitigation planning reporting timely escalation to the Head of Japan Compliance and JLT and follow through on agreed management actions.

Design embed and continuously improve the Internal Control Framework and Compliance operations emphasizing prevention and early warning indicators while simplifying and standardizing processes reporting and documentation to improve speed consistency and audit readiness.

Serve as the primary Compliance coordination point for Audit Assurance reviews and IBM and lead root cause analysis and proportionate CAPA with accountable owners evidence based closure and effectiveness checks that withstand inspection.

Oversee implementation and continuous improvement of the Privacy ABAC and third party risk management frameworks including risk based due diligence contracting and control expectations business owner oversight monitoring escalation and remediation.

Establish a Compliance performance and insights framework using KPIs KRIs monitoring results audit findings and investigations partnering with IBM the Supervisory Division Legal HR and Investigations to identify trends and feed lessons learned back into the business.

Coordinate implementation of global and above country Compliance initiatives in Japan and deliver targeted training coaching and communications on the GSK Code of Conduct and key risks ensuring adoption and documented evidence of execution.

Lead and develop two direct reports across （1） enterprise risk management audits and IBM and （2） Privacy ABAC and third party risk management building a high performing service oriented team and a Speak Up culture of transparency psychological safety and accountable risk ownership.

Breadth/ Scope of Accountability:

Japan wide accountability for Compliance business partnering planning and operations across Business Units promoted brands and enabling functions covering the end to end commercial and information provision lifecycle and enterprise visibility of significant ethics and compliance risks.

Advises and influences senior leaders and governance bodies without direct commercial ownership through evidence based advice transparent escalation and practical risk mitigation; business and functional leaders retain ownership of their activities risks and controls.

Leads two direct reports and works across Commercial Medical Material Excellence the Speaker Program CoE global and regional Compliance specialists Audit Assurance Legal Finance Procurement HR and relevant business risk owners.

Accountable for the quality timeliness and defensibility of Compliance advice plans RMCB inputs and risk reporting audit and IBM coordination Privacy ABAC and third party risk oversight CAPA discipline and operational improvement.

Trusted with highly confidential and sensitive information and expected to exercise sound judgement maintain independence and escalate significant concerns without delay.

Number of Direct Reports: 2

*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: Compliance law audit finance risk management business life sciences pharmacy or a related discipline

Why is this level required: The role requires interpretation of complex regulatory requirements enterprise risk judgement operational leadership and credible practical advice to senior business leaders.

Preferred Level of Education: Postgraduate degree or relevant professional qualification

Preferred Area of Specialization: Compliance legal regulatory audit accountancy business administration or risk management

Why preferred: Additional depth supports strategic business partnering enterprise leadership and senior level influence.

B. Job Related Experience

Typically 10 or more years of relevant experience in pharmaceutical/healthcare compliance ethics audit legal regulatory risk management or governance in a regulated multinational environment including a track record of value added business partnering; equivalent depth may be considered.

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

Strong practical experience in enterprise risk management internal control frameworks RMCB/governance processes audit or assurance coordination monitoring issue management and evidence based CAPA and remediation.

Working knowledge of Privacy ABAC and third party risk management including risk based due diligence oversight monitoring escalation and remediation.

Proven people leadership and talent development experience in a highly matrixed multicultural organization with a track record of delivering cross functional change or operational improvement.

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 the ability to apply GSK written standards and enterprise frameworks in the local context.

Excellent business acumen strategic planning and prioritization skills with the ability to differentiate significant from less significant risks and offer pragmatic proactive mitigations.

Excellent operational excellence and continuous improvement capability including process simplification governance design disciplined execution and change management.

Strong analytical capability and confidence using data KPIs KRIs monitoring analytics and assurance insights to anticipate risk support decisions and demonstrate program effectiveness.

Excellent stakeholder management facilitation negotiation problem solving and conflict management skills with the confidence to influence and challenge senior leaders constructively.

Strong people leadership coaching and capability building skills with an inclusive approach that promotes accountability collaboration and high performance.

High integrity independence resilience and sound judgement; a preventive mindset courage to escalate and the ability to manage sensitive matters ambiguity and competing priorities with confidentiality.

Clear written and verbal communication in Japanese （ native level ） and English （ business level ） sufficient to lead local and above country discussions review complex materials and communicate clear decisions.

Comfort with digital tools workflow automation analytics and responsible use of approved AI solutions to prevent risk and improve Compliance effectiveness and operational efficiency.

*Legal right to work in Japan.

Company Description

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