



## HR Partner, Global Corporate Functions

### 募集職種

#### 採用企業名

武田薬品工業株式会社

#### 求人ID

1473429

#### 業種

医薬品

#### 雇用形態

正社員

#### 勤務地

大阪府

#### 給与

経験考慮の上、応相談 ~ 900万円

#### 更新日

2024年05月03日 01:00

### 応募必要条件

#### 職務経験

6年以上

#### キャリアレベル

中途経験者レベル

#### 英語レベル

ビジネス会話レベル

#### 日本語レベル

ネイティブ

#### 最終学歴

大学卒：学士号

#### 現在のビザ

日本での就労許可が必要です

### 募集要項

#### OBJECTIVES:

- Deliver specialized HR support to Corporate Function leaders and employees within an assigned location or functional area
- Work alongside HR Business Leaders (HRBLs), embedded Talent Leads, People Advisory Group (PAG), Centers of Excellence and Innovation (COEIs), and Function/Business Leaders to contextualize, deploy and embed the Function's respective "People" agenda in the areas of organization capabilities & effectiveness, engagement & belonging, lifelong learning, talent management & development, talent acquisition and people analytics & insights
- Steward of delivering an exceptional people experience. Partner with Managers and employees to enable team and individual effectiveness. Manage escalated situations and establish feedback loops. Seamless implementation of cyclical HR processes

#### ACCOUNTABILITIES:

- Deliver an exceptional people experience within Corporate Functions, so everyone can fulfil their potential and enable Takeda's mission
- Contextualize, deploy and embed respective Corporate Function "People" agendas, in the areas of organization

- capabilities & effectiveness, engagement & belonging, lifelong learning, talent management & development, talent acquisition and people analytics & insights
- Active role in ensuring assigned leader, team and/or functional areas' effectiveness. Facilitate assimilation of new leaders. Coach and support individual and team development. Identify needs, develop and deploy solutions. Elevate the group's performance
  - Deploy and embed talent management and learning programs (e.g. intern, early career rotation programs, talent reviews) in partnership with Corporate Function Talent Management lead and HRBLs
  - Consultation on performance management and development planning efforts which cover all employees within assigned group
  - Deploy and embed local Talent Acquisition plans. Partner with Corporate Function TA leads to provide HR support in areas of local brand management, process awareness, interviewing/selection and metrics/KPIs
  - Work alongside Corporate Function Compensation COEI Lead to manage Total Rewards processes for assigned group, including job descriptions, levelling,
  - Deliver an exceptional people experience within Corporate Functions, so everyone can fulfil their potential and enable Takeda's mission
  - Contextualize, deploy and embed respective Corporate Function "People" agendas, in the areas of organization capabilities & effectiveness, engagement & belonging, lifelong learning, talent management & development, talent acquisition and people analytics & insights
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  - Deploy and embed local Talent Acquisition plans. Partner with Corporate Function TA leads to provide HR support in areas of local brand management, process awareness, interviewing/selection and metrics/KPIs
  - Work alongside Corporate Function Compensation COEI Lead to manage Total Rewards processes for assigned group, including job descriptions, levelling, offers, mobility, annual performance & reward calibration. Ensure Total Rewards are locally competitive and aligned with local / regional needs
  - In partnership with Regional PAG Employee Relations (ER) specialists (where country PAG exists), support employees and managers on ER matters. This includes conflict resolution, individual performance plans, investigations and general counselling. Mitigate risk for company, ensure objectivity, consistency, sound judgment and compliance
  - Implement restructuring and reorganization plans with keen eye toward project management, change management and local nuances within assigned group
  - Steward of the employee experience. Handle queries escalated from Takeda People Solutions. Ensure effective feedback loops between employees, leaders, Takeda People Solutions, People Advisory Group (PAG) and COEIs. Translate engagement survey feedback into insights and action plans. Develop and deploy employee engagement and communication plans for assigned groups.
  - Manage cyclical global talent management processes such as succession/talent planning, performance management and compensation
  - Deliver high quality people insights that matter locally e.g. stay/exit interviews, turnover, hiring trends, employee relation patterns. Recommend innovative solutions and proactively course correct as required
  - Establish forward looking workforce plan for assigned group including hiring, succession and talent pipeline for pivotal roles
  - Engage in collaborative relationships with HRBLs, other HR Partners (HPs), Takeda People Solutions, PAG, COEIs and other Functions such as Ethics & Compliance, Finance, Legal, IT, or Security to develop HR processes, initiatives and solutions that make a positive impact when deployed and embedded within the Corporate Functions
  - As part of the Global Corporate Function HR Team, help shape our overall direction and continuously raise the bar on value/impact we deliver. Identify patterns and root cause solutions that are best for the Function and enterprise
  - Participate in Global HR projects as required. Apply knowledge of how Corporate Functions work to co-create new ways of working that deliver results

## スキル・資格

### EDUCATION, BEHAVIOURAL COMPETENCIES AND SKILLS:

- Bachelor's degree required, master's degree preferred
- Native-level Japanese and high degree of fluency in English required
- 5 + years general human resource experience, will consider equivalent talent management, talent acquisition, change management or organization effectiveness with broad responsibilities. Prior experience working in top tier consulting firm is a plus
- Good knowledge of Japanese labor practices
- Experience working with Corporate Functions and/or supporting a complex global organization undergoing transformation is a plus
- Strategic Agility - strategic enterprise thinker who finds innovative ways to develop solutions. Exceptional ability to translate an agenda aligned to a function's future focused objectives, deploy it and deliver results
- Creates Clarity – focuses on the few priorities that matter most. Track record of implementing programs that reduce complexity and measurably improve business performance
- Organization Effectiveness – creates environment that inspires and enables people to move the organization forward. Enables teams to work collaboratively and have challenging discussions. Gets things done
- Skilled Coach and Mentor – elevates the capabilities of the organization for now and the future. Fosters the professional growth of others through knowledge sharing, professional and personal coaching, personal attention and effort
- Industry and HR Knowledge – understands the pharmaceutical industry and business. Curious and up to date on current and possible future trends related to broad spectrum of HR practices. Solid understanding of global laws, government regulations and work/ councils/unions
- Communication – ability to communicate ideas and data both verbally and written in a persuasive and appropriate

manner

- Analytical Skills – ability to identify the root cause of problems/opportunities and determine possible solutions

**TRAVEL REQUIREMENTS:**

- Willingness to travel to various meetings or client sites, including overnight trips, when necessary

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会社説明