



【1000～1300万円】HR Business Partner

外資系製薬メーカーでの募集です。採用のご経験のある方は歓迎です。

#### 募集職種

#### 人材紹介会社

株式会社ジェイ エイ シー リクルートメント

#### 採用企業名

外資系製薬メーカー

#### 求人ID

1587078

#### 業種

医薬品

#### 会社の種類

外資系企業

#### 雇用形態

正社員

#### 勤務地

東京都 23区

#### 給与

1000万円～1300万円

#### 勤務時間

08:30～17:15

#### 休日・休暇

詳細は求人ご紹介時にご案内いたします。

#### 更新日

2026年04月16日 16:40

#### 応募必要条件

#### 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

【求人No NJB2341808】

Your Responsibilities Will Include

- ・ Activate business ownership and accountability of diversity equity and inclusion initiatives
- ・ Actively participate in complex enterprise P O projects or initiatives; ensure business representation and alignment.
- ・ Advise business leaders and functional teams on strategic and operational execution including team effectiveness change management organizational design performance management talent retention and engagement.
- ・ Advise on and handle diversity equity and inclusion at all levels e.g. gender representation LGBTI pay equity Coach

leaders on team priorities and objectives linked to purpose and strategy helping collaborate with other teams manage across the matrix remove obstacles and overcome silos.

- Contribute actively to the P O community and network.
- Develop an organizational design / plan for client groups by utilizing organizational diagnostics.
- Develop talent and leadership development strategy and plan.
- Directly influence the business strategy and translate strategy and functional plans to design and implement people and organizational interventions that support the vision while applying data driven and external insights with P O metrics.
- Drive the talent agenda in partnership with the business establishing quality succession planning for critical positions and business value roles development plans of key talent and talent strategy to build the leadership pipeline.
- Engages and supports the country P O Heads / Business Partners on the country initiatives.
- Enhance leadership capabilities through coaching and drive client leadership teams to set up a solid governance structure operating models and culture to enable and fulfil strategic business objectives.
- Establish strategic workforce plans with leaders and develop organization design efficiencies to enable the long term business strategy.
- Identify required critical capabilities for the future and establish plans to meet capability gaps at the organization and individual level.
- Instigate career and development conversations with business leaders understanding aspirations skills and the capabilities required.
- Lead the cultural change agenda in partnership with People Partners across all levels of the client groups.
- Provide coaching feedback learning opportunities and mentoring to support and enable P O team members in their development.
- Utilize consulting skills to influence coach and provide feedback to leaders at all levels ensuring our core values are lived every day and empower individual growth.

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## スキル・資格

### ■Requirements

- +10 years' experience in HR Business Partner roles
- +5 years' as business partner
- Experience working in a matrix organization.
- Pharma experience is preferred.
- Fluent English mandatory
- Effective collaboration skills.
- Senior stakeholder management expertise.

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## 会社説明

ご紹介時にご案内いたします