

【830 ~ 1250万円】People Excellence Partner Japan

外資系大手製薬企業での募集です。 労務・労政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
外資系大手製薬企業

求人ID
1619960

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
800万円 ~ 1200万円

勤務時間
08:45 ~ 17:30

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11月12日 17:00

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
ネイティブレベル

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 NJB2419034】
Deliver the People Strategy locally working with business partners and CoEs focusing on excellence and highest standards of employee experience. Drives P C best practices ensuring organizational efficiency and P C process compliance with policies.

KEY RESPONSIBILITIES

Operational Excellence:
・Ensure efficiency of end to end P C processes with continuous improvement.
・Ensure the P C process is operated in accordance with the GOP.
・Ast as Tier 2 support for ticket handling for P C related inquiries. Updates and resolves escalated tickets form Tier 1 ensuring SLA and performs analysis on complex cases.

Data Management Analysis:
・Conduct organizational data analysis to support decision making of stakeholders inside and outside of P C.

Business Partnering:
・Provide consultation on P C agenda for 1st and 2nd line managers working with PBP.
・Ensure adherence to labor and employment law requirements for the responsible organizations

Culture and Organization Development:
・Act as the Culture Inclusion Experience（CI E） partner for EBRGs to ensure their activity plans to be aligned with P C priorities. Provide EBRG Leads and Sponsors consultation on Culture agenda.
・Assess analyze and plan actions for enhanced employee engagement based on the Employee Engagement survey results. Propose Country Council the country action plans for endorsement.

Project Management:
・Design and deliver projects programs and processes based on the P C priorities working with COEs.

スキル・資格

REQUIRED CAPABILITIES EXPERIENCES

Technical Skills :
Data Analysis Intermediate level proficiency
Human Resources Policies Intermediate level knowledge
Problem Solving Experienced

Functional Skills :
Service Delivery Advanced level proficiency
Labor and Employment Law Intermediate level understanding
Employee Relationship Management and Investigations・・ Intermediate level skills
Business Partnerships ・ Intermediate level skills
Succession Planning Intermediate level skills
Training and Development Intermediate level skills

Transversal Skills :
Emotional Intelligence ・ Experienced level skills

QUALIFICATIONS EXPERIENCE

Education:
Bachelor's degree in Human Resources Business Administration or related field

Experience:
Minimum 3 5 years of experience in HR COE functions or business partnering
Proven experience in data analysis and HR policy implementation
Project management experience in business companies or consulting firms

Language Requirements:
Fluent in Japanese（native level）
Business level English proficiency

CANDIDATE PROFILE

Must Have Attributes:
Strong analytical mindset with attention to details
Excellent organizational and prioritization skills
Customer service orientation with focus on employee experience
Ability to work collaboratively across functions
Compliance focused mindset

Preferred Attributes:
Experience with HR technology systems
Knowledge of Japanese labor laws and regulations
Previous experience in pharmaceutical or healthcare industry
Project management capabilities

会社説明

ご紹介時にご案内いたします