



ThermoFisher
SCIENTIFIC

【HR Business Partner】リモートワーク可／BP未経験者も応募可／コンサル経験者歓迎

米国マサチューセッツ州に本社を置く、外資系サイエンスソリューションカンパニー

Job Information

Hiring Company

Thermo Fisher Scientific K.K.

Job ID

1472271

Industry

Medical Device

Company Type

International Company

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

8 million yen ~ 11 million yen

Refreshed

July 25th, 2024 02:00

General Requirements

Minimum Experience Level

Over 3 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Native

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

About Us:

Here at Thermo Fisher Scientific, our industry-leading scale means unparalleled commercial reach, unique customer access and a global footprint. Our broad customer base, from research, clinical to commercial production means you can have a broad and significant impact. All while working in an environment where you will be supported, valued and rewarded for your performance. Join our team with an unmatched depth of capabilities and help our customers solve some of the world's toughest challenges.

How will you make an impact

As a catalyst in the delivery of strategic objectives our HR Generalist will partner with people managers, HR colleagues in Japan and APJ, and colleagues in Japan to deliver initiatives and processes that contribute to the improvement of

performance, retention and colleague experience.

What will you do

- Lead a range of HR services and support that sustain business initiatives and operations in the following areas: people development, performance management and development, communications, employee relations, HR Information Systems, labor management, organizational planning, talent acquisition, rewards and recognition and compensation and benefits.
- Complete talent activities and initiatives including employee development.
- Partner with Talent Acquisition to ensure successful talent selection.
- Support the implementation of critical and/or global programs to drive employee engagement and performance.
- Provide guidance and support line managers through employee relations issues from facilitating investigations to supporting performance improvement and disciplinary processes.
- Participate in organizational change initiatives for business units and/or teams.
- Support specific employee involvement activities and initiatives including employee resource groups and corporate social responsibility and all employee meeting.
- Coach people managers on leadership and people issues including application of HR policies and processes, change, and complicated employee issues.
- Create and maintain an understanding of the business and plans through exposure and involvement in business activities.
- Use process improvement (PPI) tools to improve HR processes, create standard work and solve people related issues.
- Ad hoc projects and support to HR team as and when needed.

Our Mission is to enable our customers to make the world healthier, cleaner and safer. Watch as our colleagues explain 5 reasons to work with us. A one team of 125,000+ colleagues, we share a common set of values - Integrity, Intensity, Innovation and Involvement - working together to accelerate research, solve complex scientific challenges, drive technological innovation and support patients in need. #StartYourStory at Thermo Fisher Scientific, where diverse experiences, backgrounds and perspectives are valued.

Apply today!

Thermo Fisher Scientific is an EEO/Affirmative Action Employer and does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status, disability or any other legally protected status.

We will ensure that individuals with disabilities are provided reasonable accommodation to participate in the job application or interview process, to perform essential job functions, and to receive other benefits and privileges of employment. Please contact us to request accommodation.

Required Skills

Education

- Bachelor's degree, bonus points if in psychology!

Experience

- 3-5+ years of relevant HR experience.

Knowledge, Skills, Abilities

- Ability to maintain a high degree of confidentiality, integrity and honesty.
- A collaborative approach with the ability to build strong working relationships.
- Excellent interpersonal & communication skills.
- Problem solving ability and curious to understand more about the business and use HR tools and resources to achieve results.
- Determined, results focused and "hands-on" approach.
- High learning agility.
- Native level Japanese and working level English language communication skills both written and verbal.

Company Description