



【光工場】 Head of Non-Sterile Quality Assurance (Director)

Job Information

Hiring Company

[Takeda Pharmaceutical Company Limited](#)

Subsidiary

武田薬品工業

Job ID

1476751

Industry

Pharmaceutical

Company Type

Large Company (more than 300 employees) - International Company

Job Type

Permanent Full-time

Location

Yamaguchi Prefecture

Salary

13 million yen ~ 25 million yen

Work Hours

8:00~16:45

Holidays

土曜、日曜、祝日、メーデー、年末年始など（年間123日程度）

Refreshed

April 15th, 2025 08:00

General Requirements

Minimum Experience Level

Over 10 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Basic

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

OBJECTIVES/PURPOSE

- Provide leadership of the Quality Assurance functions for Active Pharmaceutical Ingredients (API) & Oral Solid Dosage (OSD) manufacturing, and Warehouse/Distribution
- Develop and drive mid and long-term strategies and operational excellence, training/education, talent reviews and personnel development

- Responsible for all aspects of API/OSD/Warehouse Quality Assurance at the facility, ensuring that quality systems, processes and related functions are in place and meet current Good Manufacturing Practices (cGMP), Takeda and other regulatory quality standards and requirements
- Approve and manage site deviation investigations and assess product impacts
- Drive API/OSD GMP adherence on the shopfloor in manufacturing areas
- Drive and manage the application of strategic goals
- Achieve defined goals and targets at the Hikari plant to reach operational and compliance excellence
- Responsible for timely and effective communication and escalation processes to the Site Quality Head in order to raise quality and safety issues
- Responsible for the department expenses and budget planning
- Ensure adherence to the EHS program

ACCOUNTABILITIES

- Establish strategic goals for the API/OSD/Warehouse Quality Assurance organization in alignment with the global and site strategy, and drive actions as needed to ensure timely delivery of those goals
- Lead and ensure consistency in Deviation Investigation processes
- Drive and manage Shop Floor QA activities, change control and validation execution
- Manage warehouse support and pest control
- Drive and lead Data, Digital, & Technology (DD&T) and AGILE programs in the Quality organization to be future ready
- Drive and lead new ways to improve and streamline current business and system processes
- Identify, manage, and where appropriate, lead multiple process/product improvement projects with the objective of achieving quality, efficiency and cost improvements
- Responsible for the coaching, training, and development of the Quality Assurance team

Required Skills

DIMENSIONS AND ASPECTS

Technical/Functional (Line) Expertise

- Knowledge of the local and international regulatory regulations. Knowledge of GXP, International Council on Harmonization (ICH), other related guidelines preferred
- Knowledge in API, solid dosage forms, parenteral technology, biologics or combination products preferred, but not required
- Strong analytical and problem solving skills to make key decisions regarding potential risks associated with product quality or regulatory violations
- Excellent verbal and written communication skills in English. Japanese language skills a plus, but not required
- Adaptive communication and presentation skills to effectively reach different levels, including senior management
- Skilled in Microsoft Office applications (Excel, Powerpoint, Word)
- Experience/expertise with TrackWise Deviation/CAPA, Change Control Management (CCM), SAP and Electronic Batch Management (EBM) systems preferred, but not required

Leadership

- Strong leadership skills and demonstrated success in managing a team
- Strong interpersonal skills including ability to build authentic relationships, constructively challenge conventional thinking, engender trust, influence key stakeholders, cooperate as a team leader or team member, share information and deliver results with a team
- Adopt and exemplify Takeda leadership behaviors throughout the Global Quality organization and Hikari Plant
- Must have the ability to act as a change agent as well as effectively lead and motivate team members to achieve team goals

Decision-making and Autonomy

- Must be able to deal with ambiguity, and make decisions under stressful conditions.
- Great sense of urgency.

Interaction

- Interacts with the Site Quality Head and all site functions (EHS, HR, Finance, IT, Manufacturing, Engineering, Supply Chain, etc.)
- Interacts with global Quality functions and Regulatory Affairs, as well as local and global regulators.
- Interacts frequently with subordinates, functional peers, and the Senior Leadership Team.

Innovation

- Strong knowledge of Quality Risk Management principles.
- Should be current in knowledge of state-of-the art processes and systems related to production as well as control of the products.
- Identify and implement strategic opportunities to drive cost reductions/process improvements in site-business.
- Lead and engage employees by initiatives of "Quality Culture", "AGILE 4.0" "Digital" to drive continuous improvements.

Complexity

- Key stakeholders include but not limited to: Quality Control, Manufacturing, Supply Chain, Distribution, IT, Manufacturing Sciences, Pharmacovigilance, Regulatory Affairs, and Health Authorities.

EDUCATION, BEHAVIOURAL COMPETENCIES AND SKILLS:

- Bachelor's degree in Chemistry, Pharmacy, Engineering, Biology or related technical discipline preferred
- Experience outside of the pharmaceutical industry is welcome
- At least 10 years of management experience in the following areas in the : Quality Assurance, Quality Control; Manufacturing, Plant Utilities, Computer Systems and Project Management.
- Preferable to have in depth knowledge of applicable regulations and laws for medicinal products, such as FDA CFR, ICH, GMPs and guidelines, however not required
- Knowledge in areas related to Manufacturing, Finance, EHS and HR (incl. Labor law)
- Strong leadership skills (i.e. Communication, Coaching, Project Management, Decision Making, Problem Solving, Team building and etc.)

Company Description