



【800～1400万円】 Senior Manager Learning Development

教育研修のご経験のある方は歓迎です。

## Job Information

### Recruiter

JAC Recruitment Co., Ltd.

### Hiring Company

非公開

### Job ID

1488011

### Industry

Pharmaceutical

### Company Type

International Company

### Job Type

Permanent Full-time

### Location

Tokyo - 23 Wards

### Salary

8 million yen ~ 14 million yen

### Work Hours

08:45 ~ 17:30

### Holidays

【有給休暇】年間有給休暇 初年度16日 1か月目から（入社月によって異なります） 【休日】週休二日制 年末年始 Sick Le...

### Refreshed

August 1st, 2024 15:12

## General Requirements

### 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

【求人No NJB2240118】

This position is responsible for developing leading implementing and measuring development solutions for assigned geographic areas that drive learning outcomes in alignment with the enterprise learning strategy and business needs. The person in this role will also be responsible for contributing to or leading projects that advance the L D global portfolio. Solutions will focus on critical knowledge and skills required of leaders managers and employees to drive our strategy business function strategies and our Values.

This position has an approximate 50% remit to implement business function learning strategies and solutions that drive talent outcomes for client groups a 25% remit to contribute to or lead projects within the global TD portfolio and a 25% remit to facilitate learning for key talent segments. The person in this role will work closely with L D Directors the Global Learning team business leaders and site HR Business Partners to ensure that learning needs of client groups are met.

Essential to this role is the ability to forge strong partnerships and collaborate well with business and HR leaders in order to understand prioritize and address talent development needs that forward strategic workforce plans. Additionally the person in this role should bring learning and development expertise and innovative practices to the organization in areas such as employee and leadership development digital/online learning development planning social network learning etc. The person in this role serves as a subject matter expert for clients and must have deep expertise and passion for learning and development.

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## Required Skills

### JOB SPECIFICATIONS

**Education** (Minimum education required for the role. This includes degrees licenses and certifications that are required to perform the job.)

Bachelor's degree in a related field of business is required.

Advanced degree in a human resources organization development or I/O psychology is preferred.

**Experience** (Minimum years of experience and knowledge required to perform the job.)

Minimum of 7 years' experience in talent management and learning/development positions including a minimum of 3 years' experience within a for profit business environment

Minimum of 5 years' experience consulting with business clients to define learning strategies and solutions that address talent gaps

Minimum of 5 years' experience leading global/regional learning initiatives or projects

Deep knowledge of leadership management and employee development strategies and contemporary practices and technologies

Strong learning program design and delivery experience across multiple topics and audience levels

Experience and related certifications in talent assessment tools preferred (e.g. Insights 360° feedback)

Capable of influencing organizational outcomes without direct authority

Strong English verbal and written knowledge

**Competencies** (Measurable or observable skills abilities and behaviors critical to successful job performance.)

Leadership and delivery of business specific L D initiatives

Excellent consulting and client relations skills and ability to influence without authority

Strong strategic thinking and analytical skills to identify learning needs and influence stakeholders around solutions using qualitative and quantitative data

Ability to lead and collaborate in a complex matrixed environment

Deep adult learning knowledge and related company practices to drive skill and behavior change in all segments of the workforce (e.g. leader manager employee)

Excellent facilitation and presentation skills

Ability to establish strong credibility with senior leaders

Strong written and verbal communication skills (English required)

Strong project management expertise including ability to effectively manage multiple projects with conflicting priorities

Knowledge and practical application of learning and talent development metrics/KPIs

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## Company Description

ご紹介時にご案内いたします