



【900～1300万円】 Manager HRBP and Talent Management

外資ヘルスケアでの募集です。教育研修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

外資ヘルスケア

求人ID

1487901

業種

医療機器

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

900万円～1300万円

勤務時間

09:00～17:30

休日・休暇

【有給休暇】有給休暇は試用期間満了後から付与されます 入社7ヶ月目には最低10日以上 【休日】完全週休二日制 土 日 祝日 夏...

更新日

2024年08月01日 15:10

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 NJB2236935】

・ Accompany and support the Human Resources processes (selection onboarding training performance evaluation personnel management Organizational Development Culture Well being employee relations departing) across the company.

・ Be a trusted advisor of the functional leaders and managers assisting and coaching them with effective management of the teams.

- Ensure all HR related activities and movements such as promotion / demotion manager change attendance role changes are updated correctly on required systems such as Workday and local payroll platforms.
 - Implement and participate in the design of organizational culture initiatives to make the company the best place to work.
 - Implement/Support leadership and individual development programs and give them timely support in the management processes of their work teams when required.
 - Assist and guide managers and employees use self serving HR related systems and platforms for Annual Compensation Review Talent Review Program A.C.E. Check in and other procedures.
 - Partner closely with local and regional C B and Total Rewards in designing implementing and administering competitive salary incentive and recognition programs.
 - Be a point of contact for employees to provide information and facilitate the general interpretation of HR policies processes procedures programs plans and activities.
 - Be a point of contact for Employee Relations related issues liaising with external labor law experts.
 - Stay in sync with current legislation regarding health environment and safety issues; leading programs implemented by the company such as Employee Health Committee.
 - Will work closely with other business partners (e.g. Finance IT Manufacturing etc) to deliver solutions and change management plans that drive sustainable business results.
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スキル・資格

REQUIRED EXPERIENCE AND COMPETENCIES

- 7+ years of working in human resources with 3+ years of successful business partnership with proven success in linking HR strategies to the business.
 - Experience (2+ years main or sub) of designing and implementing Talent Management Leadership Development and Learning programs for all levels in the company.
 - Experience of working in multinational / matrix environments together with senior leadership.
 - Ability to lead and drive changes influence decision makers and facilitate organizational development.
 - Ability to facilitate simply structured workshops and training programs towards managers and employees.
 - Strategic mindset coupled with a customer centric approach to HR focused on driving business success through effective HR solutions.
 - Skills and capability to manage MS Office software Word Power Point and Excel (At least VLookup Pivot table level) .
 - Excellent communication and interpersonal skills to develop relationships with stakeholders at all levels.
 - Business level English and Japanese fluency in writing and speaking.
 - Experience of working in pharmaceutical or medical industry as an HR professional is preferred.
 - Experience with using and administering Workday as an HR professional is preferred.
 - Experience of conducting safety and health committee as a health administer is a plus.
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会社説明

ご紹介時にご案内いたします