HRビジネスパートナー / Head of HR

年収最大1,800万円 / ハイブリッド勤務 / 変化を推進するHRプロフェッショナル募

Job Information

Recruiter
Advisory Group K.K.

Job ID
1478414

Division
Human Resources

Industry
Other (Consulting and Professional Services)

Company Type
Small/Medium Company (300 employees or less)

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
10 million yen ~ 20 million yen

Salary Bonuses
Bonuses paid on top of indicated salary.

Refreshed
November 18th, 2026 03:00

General Requirements

Minimum Experience Level
Over 6 years

Career Level
Mid Career

Minimum English Level
Business Level

Minimum Japanese Level
Fluent Level

Minimum Education Level
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

ーーー主な業務内容ーーー

- 採用活動の企画・実行（候補者対応、オンボーディング含む）
- エンゲージメント施策の立案・運用

- 経営層との連携によるHR戦略の立案・実行
- 評価・報酬制度などの企画・改善
- HRプロジェクトの推進（制度設計、組織開発等）

勤務条件・待遇

- 雇用形態：正社員
- 勤務地：東京都（ハイブリッド勤務）
- 勤務時間：フレックス制度あり（詳細応相談）
- 年収：〜2,000万円（経験・スキルに応じて）
- 福利厚生：各種社会保険、交通費支給、その他手当あり

このポジションの魅力

- カントリーマネージャー直下のHR戦略ポジション
- 経営視点で組織を動かすダイナミックな経験が可能
- 自由度が高く、提案・実行のスピードが早い環境
- 海外チームとの連携もあり、グローバルな視点での成長が可能

ご興味をお持ちの方は、お気軽にご応募ください。

*****EXCLUSIVE Head of HR (HRBP focused) *****

Location: Tokyo, Japan (Hybrid, 1-2 days WFH)

Salary: Up to 20 million JPY annually

Change can bring a lot of uncertainties, especially in business. In HR, change can impact the entire company, whether you are bringing in new talent or rolling out strategies that affect everyone.

But that's where you come in.

If you're ready to make a real impact at work, this is your chance. My client is looking for a HR professional, experienced in change management who thrives on generating their own ideas and seeing them through from planning to execution.

What’s In It For You:

- **Flexibility:** Enjoy a hybrid work model with 1-2 days a week working from home. Balance your life while still making a significant impact.
- **Competitive Pay:** Earn up to 18 million JPY annually plus benefits
- **Creative Freedom:** Bring your ideas to the table. We value innovation and are looking for someone who can proactively develop and implement HR initiatives without being micromanaged.
- **Growth Opportunity:** Be a key player in a growing business. This is your chance to shape the HR function and drive our company’s success.
- **Collaborative Environment:** Work closely with our Japan Country Manager and a passionate team in a dynamic, startup-like atmosphere.

What You’ll Do:

- **Hire and Inspire:** Manage our hiring process end-to-end. Attract and onboard top talent who align with our culture and goals.
- **Engage and Retain:** Develop and implement engagement initiatives that make our team excited to come to work every day.
- **Strategize and Advise:** Partner with business leaders to align HR strategies with our business objectives. Provide insights and recommendations to drive growth.
- **Create and Implement:** Take charge of HR projects from conception to execution. Your ideas will help shape the future of our company.
- **Evaluate and Improve:** Implement performance management systems to ensure our team is thriving and continuously improving.

Required Skills

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必須条件：

- HRビジネスパートナー、または同等のポジションでの実務経験（特にスタートアップや少数精鋭の組織での経験があれば尚可）
- 指示を待たず、自ら課題を見つけて動ける方（企画・実行の両面での経験がある方）
- 無名企業における採用広報・ブランディングの戦略立案と実施経験
- 日本語：ネイティブレベル、英語：ビジネスレベル以上
- 日本の労働法・規制に関する知識と、社内でのアドバイザリー経験

歓迎条件：

- 業界知識は不問ですが、HR領域での深い専門性・経験が必要です
- 単独で人事戦略を設計・推進できる自律性をお持ちの方
- 組織づくりにおいて、戦略から運用まで一貫して関わりたい方

About You:

- **Experienced:** You've been an HRBP or in a similar role, ideally in a startup or small business. You know the challenges and rewards of building from the ground up.
- **Proactive:** You don't wait for instructions. You see what needs to be done and you do it. Creativity and initiative are your strengths and have experience coming up with your own ideas and executing them
- **Employee Branding Guru:** You've successfully crafted employee branding strategies for lesser-known companies, making them attractive to top talent.
- **Bilingual:** Fluency in Japanese and Business level English is a must.
- **Knowledgeable:** You're up-to-date with Japanese labor laws and regulations and ready to consult on best practices for the business.

Note: While industry-specific experience is not a requirement, a **solid background in HR is essential** . The HRBP will be stand alone and play a pivotal role in shaping the company's workforce strategies and ensuring a productive and engaging work environment.

Come up with your own HR Strategy? Good at putting thoughts into action? Then apply today, I will be very interested to hear from you.

Company Description