



HR Manager

Job Information

Hiring Company

Japan High Voltage Cable K.K. (Nexans)

Subsidiary

日本ハイボルテージケーブル（株）

Job ID

1533691

Division

HR & GA

Industry

Other (Infrastructure)

Company Type

Small/Medium Company (300 employees or less) - International Company

Non-Japanese Ratio

(Almost) All Japanese

Job Type

Permanent Full-time

Location

Chiba Prefecture, Futttsu-shi

Train Description

Uchibo Line, Aohori Station

Salary

Negotiable, based on experience

Salary Bonuses

Bonuses paid on top of indicated salary.

Work Hours

8 : 30 ~ 17 : 15

Holidays

土日、会社カレンダーあり

Refreshed

May 21st, 2025 13:00

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Business Level (Amount Used: English usage about 25%)

Minimum Japanese Level

Business Level

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description**Organization**

- Function: HR & GA Responsible
- Country: Japan
- Location: Futtsu, Japan
- Supervisor: COO

Context

- Directing and coordinating HR strategy, policies and programs at site level, in line with Nexans HR and business strategy.
- Advises and supports site managers on all people related matters for site.

Purpose

- HR will be the point of contact for employees and visitors and play a stimulating role that can give a positive image of the company. HR will manage all operational HR tasks in Japan, reflecting the company's culture and global workplace strategy in improving employee satisfaction. HR will be responsible for the smooth operation of the office, providing a variety of duties aimed at creating an efficient and attractive work environment.

Areas of responsibility

- Matters of Labor Conditions
- Acts as a relay and is responsible for internal communication with employees (ACT, Ethics code...).
- Implements HR organization in line with area or country HR organization.
- Implements KPI definition and performs HR reporting.
- Planning designs and ensures interview process.
- First to make the candidate interview, and supports site managers in the final selection.
- Negotiates salary with candidates.
- Coordinates objectives setting and process.
- Coordinates and manages performance calibration process (review/adjustment of individual performance ratings).
- Personnel matters including retirement, personnel changes and Reward & Punishment.
- Communicates on compensation and benefits.
- Maintains Health and Safety focus and deployment follow up.
- Performs complaint, discipline and conflict management.
- Supplier management and agreement coordination and negotiation.
- Contributes with exchange relationship with local companies
- Responsible for labor agreements negotiation.
- Matters of Putting the Seal of the Company & Safekeeping of the Seal of the Company.
- Business of ceremonies & events except what other departments are in charge of.

Key Interfaces

- Norway HR

Expected results

- Good cooperation between Nexans and NVC culture and able to operate in a nexus system.

Position sizing (A few key indicators of the position such as: Turnover, Budget, Sales volume, No of N-1 etc.)

- NA
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Required Skills**Requested Competencies and Qualification**

- Good knowledge of Nexans' HR systems and project execution
 - English knowledge – written and oral
 - Good Knowledge of labor law
 - Good communication skills
 - Good interview skills
 - Management experience
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Company Description