



HRBP, Japan

Job Information

Hiring Company
[Enfinity Japan KK](#)
Job ID

1545035

Industry

Electric Power, Gas, Water

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

June 23rd, 2025 15:52

General Requirements

Minimum Experience Level

Over 10 years

Career Level

Mid Career

Minimum English Level

Fluent

Minimum Japanese Level

Fluent

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

Do you want to build a better future?

About Enfinity Global

Enfinity Global is a purpose-driven company focused on making a positive impact on the planet by helping companies, governments, and individuals transition to a carbon-free and sustainable economy. Our role as a leading IPP is to develop, finance, build, operate, and own renewable energy assets in the long term in Europe, Asia, and the Americas through our offices in the USA, Spain, Italy, UK, Netherlands, India, and Japan.

Our team of over 350 Enfiniters comprises seasoned finance professionals, as well as experienced project developers and operators with extensive industry experience across all stages of the project life cycle. We pride ourselves on being creative and innovative solution providers to our customers and partners.

Job description

Enfinity Global is seeking a regional HR Business Partner (HRBP) for Japan, who will serve as a key strategic advisor to both local business leadership and corporate global functions. This position is critical in aligning our people strategy with both regional operations and our global organizational objectives.

In addition to partnering with our Japanese teams, this role will closely collaborate with our global corporate HR functions—including Talent Acquisition, Talent Development, Workforce Planning/Compensation & Benefits (C&B)—to ensure local alignment with global strategies and initiatives. The HRBP will act as a key liaison, helping to translate global priorities into actionable plans that are effective and compliant within the local context.

The ideal candidate will bring a strong business mindset, a deep understanding of HR best practices in Japan, and the ability to operate effectively in a fast-paced, international environment.

Key Responsibilities

- Serve as a strategic partner to local business leaders, providing guidance on talent management, organizational development, and performance optimization.
- Lead and support talent initiatives, including succession planning, leadership development, and employee engagement.
- Ensure the effective execution of core HR processes (e.g., performance reviews, compensation cycles, learning & development) tailored to local requirements.
- Align local HR strategies with global frameworks, fostering consistency in employee experience across the organization.
- Drive organizational change and support business transformation initiatives.
- Ensure full compliance with Japanese labor regulations, social insurance, and employee relations standards.
- Collaborate with global HR teams in Compensation & Benefits, Talent Acquisition, Learning & Development, and HR Operations to deliver comprehensive people solutions.
- Promote a culture of inclusion, integrity, continuous learning, and operational excellence.
- Identify and lead continuous improvement initiatives in HR processes, systems, and employee support services.

Required Skills

Qualifications

- Bachelor's degree in Human Resources, Psychology, Business Administration, or related field.
- 10+ years of experience as an HRBP or in a similar HR leadership role within multinational companies in Japan.
- Strong knowledge of Japanese labor laws and HR best practices.
- Proven experience in employee relations, talent development, and business partnering.
- Excellent communication, influence, and decision-making skills.
- Fluent in Japanese with strong business-level English (written and spoken).
- Self-starter with the ability to work independently and in a fast-paced, multicultural environment.

Preferred qualifications

- Experience leading HR transformation or organizational change projects.
- Familiarity with HR metrics, budget management, and data-driven decision-making.
- Proven ability to work across cultures and manage diverse stakeholder relationships.
- Strategic mindset with strong analytical and problem-solving capabilities.

In Enfinity Global group you will find a very dynamic and multinational environment in one of the most exciting and impactful industries.

Here we will foster your professional and personal growth, and you will have the opportunity to actively contribute and make a real impact on climate change.

Let's build our future together.

Visit enfinity.global to discover more about our culture and values.

Company Description