



Senior HRBP Manager

Tier 1 French Global Company

Job Information

Recruiter

[Cornerstone Recruitment Japan K.K.](#)

Job ID

1552082

Industry

Retail

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards, Chuo-ku

Salary

8.5 million yen ~ 10 million yen

Salary Bonuses

Bonuses paid on top of indicated salary.

Work Hours

40 hours/week

Holidays

121 per year incl. Sat & Sun

Refreshed

December 16th, 2025 01:00

General Requirements

Minimum Experience Level

Over 3 years

Career Level

Mid Career

Minimum English Level

Business Level (Amount Used: English usage about 50%)

Minimum Japanese Level

Business Level

Minimum Education Level

High-School

Visa Status

Permission to work in Japan required

Job Description

HRBPs will consult with the heads of business divisions and management on HR and organizational issues and propose solutions, and will also be responsible for implementing and promoting the resolution of HR issues at the workplace of each business division.

1. Office mid-career employee recruitment and personnel management

2. Talent management/performance review

3. Implement various projects

- Take necessary measures (introduce measures, etc.) and create data for B-CORP certification

- Implement CultureAmp (employee satisfaction survey), analyze results, and implement necessary action plans (collaborate with other departments and teams as necessary)

4. Other HR-related duties at the company's discretion

Required Skills

- BP experience in a business company (3 years or more), regardless of whether it is Japanese or foreign

- PC skills: Data management and analysis skills in Excel (intermediate level or higher: VLOOK, etc.), and presentation skills in PowerPoint

- High communication skills

- People management experience (approximately 3-5 people)

■Preferred:

- Experience in the retail industry (especially the cosmetics industry) is preferred

Company Description