



【英語を活かす】HRBPシニアマネージャー/ HRBP Senior Manager

グローバルな消費財企業にて、HRBPシニアマネージャーの求人がございます。

Job Information

Recruiter

Robert Walters Japan (ロバート・ウォルターズ)

Job ID

1553407

Industry

Food and Beverage

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

10 million yen ~ 11 million yen

Work Hours

お問い合わせください

Refreshed

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General Requirements

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

A global consumer goods company is seeking a Senior Manager of HR Business Partner. The selected candidate will lead strategic HR initiatives across talent management, employee relations, performance development, and organisational change.

One of the world's leading distributors of luxury wines and spirits. Operating a diverse range of premium quality brands, this company continues to be a market leader.

Keywords:

人事戦略, タレントマネジメント, 組織開発, 採用戦略, 従業員対応, パフォーマンスマネジメント, 学習と開発, 変革管理, HRビジネスパートナー, 求人, 外資系

Job Ref: TLFLL5

Responsibilities:

- Develop and implement HR strategies aligned with business goals and manage related budgets
- Build and maintain relationships with business leaders, advising on HR matters
- Drive talent management initiatives including succession planning and leadership development
- Guide performance management processes and coach line managers
- Lead employee relations, offering guidance and acting as a mediator

- Oversee end-to-end talent acquisition and employer branding strategies
- Design and execute learning and development programs leveraging internal and external resources
- Provide leadership and coaching to a team of HR Business Partners

Requirements:

- Bachelor's degree or above in Human Resources, Business Administration, or related field
- More than 10 years of experience as an HR Business Partner or generalist role
- Deep knowledge of HR functions including compensation, benefits, training, compliance, and employee relations
- Proficient in HRIS systems (e.g. SAP SuccessFactors)
- Ability to lead change and coach managers
- Native level Japanese and English; French is a plus

Company Description

We've been a driving force in the Japanese bilingual recruitment market, providing high quality candidates for our clients and access to the best jobs for over 20 years. We operate a team-based profit share system which, we believe, sets us apart from the majority of competitors by enabling us to always put the interests of our clients and candidates first. That means we can find the best fit for employer and job seeker, and we never push people into unsuitable roles.