

Beff

Global People Strategy | Supporting battery development

Based in Japan and Germany

Job Information

Hiring Company

Beff Co., Ltd.

Job ID

1568757

Industry

Software

Company Type

Small/Medium Company (300 employees or less)

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards, Chiyoda-ku

Train Description

Marunouchi Line, Otemachi Station

Salary

Negotiable, based on experience

Work Hours

Flexible working hours (no core time; standard hours 9:00–18:00)

Holidays

Weekends, national holidays

Refreshed

December 16th, 2025 10:03

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

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

«Job Description & Position Highlights»

- HR Manager responsibilities encompass planning, executing, and managing teams for global talent strategies

- Strategic fulfillment supporting business growth through collaboration with overseas offices and involvement in IPO preparations
- Gain impactful experience working on global recruitment and organizational development within a startup environment
- Flexible work arrangements available, including flex time, remote work, casual dress code, and stock options

【Job Responsibilities】

■Key Responsibilities :

- Plan, execute, and manage global hiring and organizational strategies to support business growth, including budget and performance management.
- Develop and operate hiring plans, organizational development initiatives, and HR systems.
 - Lead talent acquisition domestically and internationally, including sourcing and managing recruitment channels.
 - Build and manage a global HR structure in collaboration with overseas offices, including our base in Germany.
 - Strengthen employer branding and optimize recruitment processes to attract top talent.
- Coordinate labor-related documentation and procedures in cooperation with labor and social security consultants.

■Why You'll Love This Role :

- You'll get to shape the heart of our business and create something from the ground up.
- You'll have plenty of chances to engage in global hiring and collaborate with diverse international talent.

■Company Overview :

Founded in 2023, we are a global startup with offices in Japan and Germany. Our business focuses on two areas:

- (1) AI-powered chat software for easy access to battery development data, and
- (2) joint development services for next-generation batteries.

As EV demand grows due to global CO₂ regulations, we support battery development and production through our own platform, contributing to waste reduction and a sustainable future

■Current Challenges of Our Technical Sales Team :

Our motto is "Plant the seeds of challenge and grow a global forest."

We seek someone who can actively foster a bold and global-minded culture across the team, including international members.

As we are in a phase of business expansion, we currently lack sufficient HR resources to plan and execute a global people strategy aligned with our business goals.

You will play a key role in driving our growth from the people and organizational side, leading global recruitment and managing the HR and organizational development team as it grows.

【Employment Type】

Full-time employee

*Probation period: Yes (no change in working conditions during the period)

【Salary】

Based on experience and skill level

【Working Hours】

Flexible working hours (no core time; standard hours 9:00–18:00 with a 60-minute break)

【Work Location】

3F, Shin-Otemachi Building, 2-2-1 Otemachi, Chiyoda-ku, Tokyo (0club)

*Directly connected to the station — no umbrella needed even on rainy days!

*Surrounded by plenty of restaurants and cafés, so you'll never run out of lunch options.

【Holidays & Leave】

- Days off: Weekends, national holidays, summer vacation, and year-end/New Year holidays
- Paid leave: Annual paid leave granted after 6 months of employment

【Benefits & Welfare】

- Social insurance coverage: Employment, workers' compensation, health, and pension insurance
- Remote work available
- Bonus system: Yes
- Retirement allowance system: No
- Dress code: Casual / free attire
- Transportation allowance provided
- Annual health checkup
- Stock option program available

Required Skills

【Required (MUST)】

- 3+ years of experience in planning and executing HR strategies in a startup or venture company.
- 3+ years of experience as a CHRO, Head of HR, or HR Manager in a startup environment.
- Proven experience in team management as a people manager.
- Business-level English communication skills.
- Experience in IPO preparation.

【Preferred (WANT)】

- Experience working or being stationed overseas.
- Experience successfully leading or contributing to an IPO.

[Other Qualities]

- Strong sense of ownership and a track record of consistently driving projects to completion.
- Genuine interest in working in a fast-paced startup environment.

Company Description