



Associate HR Operations Specialist

Job Information

Hiring Company

[Cargill Japan LLC.](#)

Job ID

1569540

Industry

Food and Beverage

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

5 million yen ~ 7 million yen

Refreshed

February 16th, 2026 03:00

General Requirements

Minimum Experience Level

Over 1 year

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Native

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

Job Purpose and Impact

- The Associate Professional, General HR Operations job handles basic human resources services spanning data administration, position management, learning administration, performance monitoring, time and attendance, benefits and other transactions to ensure the successful operations of the organization's human resources administrative services. Under close supervision, this job addresses questions for employees and managers and performs human resources services administration activities including benefits, new hire and termination process administration.

Key Accountabilities

- **EMPLOYEE SUPPORT:** Provides support to employees and managers by addressing basic and routine questions, inquiries, and transactions on employee benefits programs, time and attendance and human resources policies, including disability, health and life benefits, paid time off, and retirement plans.
- **HR RESEARCH:** Drafts internal and external research to maintain knowledge of industry and market trends, assesses the organization's human resources processes and standards and performance metrics, and identifies impacts to the organization's human resources administrative services, processes and standards.
- **COMPLIANCE SUPPORT:** Assists with monitoring employee related legislation compliance, implementing processes to ensure consistency and compliance and supporting the development of guidelines and procedures to ensure

- compliance with regulations.
- **QUALITY ASSURANCE & CONTINUOUS IMPROVEMENT:** Participates in projects related to process optimization and standardization, including implementing accountability measures and processes to ensure compliance, analyzing human resources administrative services performance metrics, and identifying areas of opportunity to enhance services.
- **HR SERVICES ADMINISTRATION:** Supports the maintenance and reconciliation of employee related data and benefits records, in addition to the verification and administration of other human resources records, ensuring exceptions and errors are resolved in a timely manner.
- **PROCESS IMPLEMENTATION:** Implements new hire, termination, and other employee lifecycle related processes and identifies potential challenges.

Required Skills

Qualifications

- No minimum years of relevant experience required. Typically reflects 2 years or more of relevant experience.

Company Description