



## 【1200～1600万円】HRBP Manager

外資系医療機器メーカーでの募集です。 HRBPのご経験のある方は歓迎です。

### Job Information

#### Recruiter

JAC Recruitment Co., Ltd.

#### Hiring Company

外資系医療機器メーカー

#### Job ID

1573281

#### Industry

Medical Device

#### Company Type

International Company

#### Job Type

Permanent Full-time

#### Location

Tokyo - 23 Wards

#### Salary

12 million yen ~ 16 million yen

#### Work Hours

09:00 ~ 17:30

#### Holidays

【有給休暇】入社7ヶ月目には最低10日以上 【休日】完全週休二日制 土日 祝日 GW 夏季休暇 年末年始 有給休暇 初年度1...

#### Refreshed

January 22nd, 2026 15:06

### General Requirements

#### 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

#### 【求人No NJB2349645】

This position is responsible for executing the talent strategy providing a consistent experience to directors, managers, and employees and supporting and executing the engagement strategy for the market. · The HR Business Partner provides HR partnership to managers and directors focusing on the work environment, employee relations, employee retention, and business processes by executing the business unit HR strategy. · The HR Business Partner performs needs analysis to identify gaps in areas of compensation, talent recruiting, and change management and partners with Senior HR Leaders and

subject matter experts to deliver solutions to meet the needs of their assigned business unit. • They possess a solid understanding of all HR functions and works with business clients and/or HR partners in areas such as employee relations compensation and performance management.

#### Essential Duties Responsibilities: (Detailed Description)

##### Human Resources Expertise

Serves as subject matter expert to managers and directors

Implements change based on proven change management techniques

Applies policies and procedures across an organization; interprets both policies and changes to policy

Applies compliance knowledge to protect organization and mitigate risk

Seeks ways to proactively improve organizational processes and outcomes; implements solutions that are aligned and consistent with global HR best practices

Identifies and reports trends to Senior HR Leaders for business unit

##### Relationship Management

Facilitates difficult interactions among organizational stakeholders to achieve optimal outcomes; resolves escalated conflicts among stakeholders

Builds consensus and settles disputes on HR policy and practice decisions

##### Business Acumen

Executes HR business strategies to drive key business results; provides guidance on HR matters partnering with subject matter experts to develop needed solutions

Maintains broad based knowledge of the organization and its operations; uses knowledge of business and HR metrics to facilitate business decisions

Demonstrates working knowledge of the labor market and its relation to organizational success

##### Consultation

Partners with managers directors and HR to proactively implement business solutions utilizing HR expertise and perspective; supports managers on HR projects

Coaches managers and directors on HR and business related issues

Aligns solutions with business unit HR strategy and advocates for solution implementation

##### Leadership

Executes programs policies and procedures to drive an engaged and performing organizational culture

Implements and delivers solutions and interventions that address issues of retention change management employee engagement and leadership development partnering with subject matter experts as appropriate

Executes consistent HR services for the operating entity

##### HR Insights

Interprets data and makes recommendations; asks critical questions needed to evaluate data; gathers analyzes and presents data to managers and recommends solutions that support the culture and the defined HR strategy

Analyzes root causes of work environment issues; manages interventions and solutions in collaboration and cooperation with key stakeholders

##### Education Special Trainings:

B.A. or B.S from accredited university required

Advanced Degree preferred

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## Required Skills

Qualifications Experience:

8+ years of work experience required previous HR experience including supporting multiple functions and interacting with COE's and business leaders is required

8+ years of increasingly responsible human resources experience and previous demonstrated HR expertise at manager or HRBP level preferred

Strong facilitation consulting relationship building influence negotiation skills and project management skills

Demonstrated business and analytical ability with a proven ability to build relationships and influence different groups

Demonstrated implementation and execution ability

Capability to interact with individuals at all levels within the organization

Skilled with change processes in complex systems

Demonstrated conflict resolution skills

Strong situational assessment and objective evaluation skills

Advanced written verbal and interpersonal communication skills

Physical Mental Requirements:

Must be able to:

Exercise independent judgment with strong attention to detail

Analyze understand and communicate complicated issues to Managers and Employees to ensure understanding

Develop solutions based on best practices and customer feedback

Solicit input from managers and exercise independent judgment in providing recommendations to the business

Effectively facilitate discussions with and deliver communications to large groups of people

Communicate telephonically and via email and other electronic means

Ability to effectively navigate Workday and Microsoft Office Suite

Ability to handle multiple concurrent tasks and changing priorities

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## Company Description

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