



【830～1020万円】 People Organisation (P O) Lead

外資系 消費財取り扱い企業での募集です。HRジェネラリストのご経験のある方は...

## Job Information

### Recruiter

JAC Recruitment Co., Ltd.

### Hiring Company

外資系 消費財取り扱い企業

### Job ID

1576239

### Industry

Food and Beverage

### Company Type

International Company

### Job Type

Permanent Full-time

### Location

Kanagawa Prefecture

### Salary

8 million yen ~ 10 million yen

### Work Hours

09:00 ~ 17:30

### Holidays

【有給休暇】有給休暇は入社時から付与されます ※入社時から付与。入社7ヶ月目には最低10日以上 ※入社月によって異なりますので...

### Refreshed

February 19th, 2026 22:00

## General Requirements

### Career Level

Mid Career

### Minimum English Level

Business Level

### Minimum Japanese Level

Native

### Minimum Education Level

High-School

### Visa Status

Permission to work in Japan required

## Job Description

【求人No NJB2355078】

【Your Role】

As a Japan People Organisation (P O) Lead this role is responsible for strategizing and implementing people plans to support growth plans in the country together with country and functional leaders (i.e. Country GM Marketing Finance Supply Chain R D) .

As our brand built on human quality connection we will be looking for a P O leader who brings warmth and authenticity to

leadership.

This role helps create a network and workplace where people feel seen supported respected proud and connected · while still driving performance as a professional Business Partner to bring consumers joy and healthier life.

This role builds a high performing entrepreneurial organization in a lean fast moving environment · balancing agility with resilience while welcoming change.

This role looks after both sales office and the plant in Japan with an employee size of 75+ headcount.

#### [Your Key Task]

- Lead the Japan P O agenda to build a high performing organization aligned with growth priorities; serve as a trusted advisor to the Japan GM Japan plan manager and country leadership team.
  - Drive org design workforce planning and talent strategy (hiring succession leadership development) in a lean environment.
  - Strengthen performance culture throughout talent performance cycle (annual performance evaluation goal setting team engagement retention turnover hiring against budget managers coaching) managing talent issues providing talent insights and solutions to help drive a culture of performance collaboration and ownership.
  - Support business leaders in the development of their key talent pipeline · addressing development strategies needed and other developmental initiatives.
  - People engagement: maximize the energy and output of organization through letting us motivate each other; lead annual Gallup survey and follow up Impact sessions and drive ongoing the engagement initiatives.
  - Lead change management: translate shifting business needs into clear people priorities communication and adoption.
  - Own Japan employee relations and labor compliance; manage sensitive cases with speed fairness and sound judgment.
- Classification: Restricted
- Collaborate with regional and central P O team to deploy key P O programs in the market with the right level of local context customization.
  - (Optional) Provide oversight for General Affairs operations (workplace/facilities vendors governance BCP) and improve employee experience through pragmatic process design.

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#### Required Skills

##### [Skills and Experience]

- Minimum of a Bachelor's degree with more than 10 years of experience in HR function with a preference on Business Partnering or HR Generalist roles
- Proven record delivering results in lean fast changing ambiguous environments (e.g. transformation restructuring rapid growth new ways of working) .
- Entrepreneurial someone who is curious and can take initiative with a capacity to think holistically and strategically.
- Capability to build trusted and credible relationships with multiple stakeholders.
- Strong Japan labor law and employee relations capability; high integrity and confidentiality.
- We welcome applications from all qualified candidates; however in support of gender balance locally we particularly encourage women to apply.
- Strong communication skills fluency in English is essential (written and verbal) .

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#### Company Description

ご紹介時にご案内いたします