



Tired of Being Just Another HR Person? - Hiring HRBP, Hybrid

Job Information

Recruiter

[Scouta K.K.](#)

Hiring Company

Global company backed by major investment player

Job ID

1581621

Industry

Advertising, PR

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards, Shibuya-ku

Salary

14 million yen ~ 15 million yen

Refreshed

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General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Fluent (Amount Used: English usage about 50%)

Minimum Japanese Level

Native

Minimum Education Level

Bachelor's Degree

Visa Status

No permission to work in Japan required

Job Description

This is not your average HRBP role. You'll be working closely with local leadership to shape the people agenda, drive change, and make sure our HR strategy actually supports how the business grows. If you like to challenge yourself every day and work with full ownership — this one is for you.

What You'll Be Doing

- Be the go-to partner and coach for local leadership, helping them make better people decisions and lead through change.
- Support managers at all levels on everything from employee relations to performance and career development.
- Work with HR Centers of Excellence to bring local market insight and build programs that attract and keep great talent.
- Create engagement initiatives that build a culture people actually want to be part of.
- Lead workforce planning, succession and total rewards reviews hand in hand with senior leaders.

Why This Role is Worth Your Attention

- Competitive compensation and strong benefits package.
 - Full autonomy — you own your work, no micromanagement.
 - Direct exposure to international leadership — your voice will actually be heard.
 - Great flexibility with hybrid work-style.
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Required Skills

What We're Looking For

- 8+ years in HR with at least 3 years as a Business Partner or in a similar role.
 - Someone who gets the business quickly and turns people challenges into smart solutions.
 - A natural connector — comfortable with everyone from frontline teams to top leadership.
 - Proactive, hands-on and resourceful — the kind of person who just figures it out.
 - Japanese and English are essential, Korean is a strong plus.
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Company Description