



Understanding People

Senior HRBP & C&B Specialist シニアHRBP & C&Bスペシャリスト - Hybrid

¥8-9M + 10% bonus, Hybrid role

Job Information

Recruiter

Specialized Group

Job ID

1586809

Industry

Other (Manufacturing)

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

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General Requirements

Minimum Experience Level

Over 3 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Business Level

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

Senior HRBP & C&B Specialist シニアHRBP & C&Bスペシャリスト - Hybrid Role (¥800-900万 + 10% Bonus)

Our client, a company in the manufacturing and IT industry, is seeking a C&B and HRBP Hybrid position in a scale-up role. This position offers a unique opportunity to transition from HR operations to a full HRBP role, with mentorship and career growth in a dynamic flat organization. The role comes with a competitive salary range of ¥8,000,000 to ¥9,000,000 plus a 10% bonus, and fantastic benefits.

Key Responsibilities:

- Stabilize HR operations initially
- Transition to full HRBP responsibilities
- Manage payroll and social insurance processes
- Support performance management initiatives

Qualifications:

- Native Japanese speaker
 - Business-level English proficiency
 - Deep knowledge of Japanese labor law
 - Experience with payroll and social insurance
 - Proficiency in HRIS like Workday
 - Experience in performance management
 - Experience in employee and manager support
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Company Description