



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

May 2nd, 2026 20:00

### 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