

【英語を活かす】人事ビジネスパートナー/ HR Business Partner

多国籍の物流サプライチェーン企業にて、人事ビジネスパートナーの求人がございます。

Job Information

Recruiter

Robert Walters Japan (ロバート・ウォルターズ)

Hiring Company

多国籍の物流・サプライチェーン企業

Job ID

1589603

Industry

Logistics, Storage

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

10 million yen ~ 13 million yen

Holidays

完全週休2日制, 土日祝日休み, 有給休暇

Refreshed

April 22nd, 2026 17:11

General Requirements

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

A multinational logistics and supply chain company is looking for an HR Business Partner. The selected candidate will provide strategic and operational HR support, drive organisational development, and partner with leadership to enhance talent management, workforce planning, and employee engagement.

A global leader in logistics and supply chain solutions, delivering end-to-end services across multiple industries. The organisation is recognised for its strong international presence and commitment to operational excellence, innovation, and workforce development.

Keywords:

人事ビジネスパートナー, 人事戦略, タレントマネジメント, 組織開発, 従業員エンゲージメント, 労務管理, パフォーマンス管理, 人材開発, チェンジマネジメント, サプライチェーン, 求人, 外資系

Job Ref: K1O6AQ

Responsibilities:

- Act as a single point of contact for employees and managers within the business unit

- Provide HR advice and support on strategic and operational human resources issues
- Advise on employment legislation and ensure compliance
- Identify gaps, propose solutions, and implement changes to mitigate risks
- Recruit talent for business sectors and site management
- Facilitate management teams to deliver effective people solutions
- Drive performance improvement and positive changes in people management
- Design succession plans for key talents and critical roles
- Challenge organisational structures and propose improvements
- Partner with leadership to develop organisational strategies and optimise structures
- Support workforce planning processes and labour productivity initiatives
- Analyse workforce needs and identify talent and capability gaps
- Define and implement retention strategies for key talent
- Promote talent and performance management processes aligned with business objectives
- Support development and retention of high-performing employees
- Build strong partnerships to support team and organisational development

Requirements:

- More than 6 years of experience in Human Resources, Employee Relations, or related fields
- Experience in HR policies and practices including employee relations, performance management, talent management, labour law, and HR indicators
- Proven ability in data analysis, people management, coaching, and organisational development
- Proven leadership with demonstrated maturity, confidence, and credibility
- Knowledge of process improvement methodologies and continuous improvement practices
- Fluent level Japanese; business level English

Preferred requirements:

- Bachelor's degree or equivalent in Human Relations, Human Resource Management, or related field
- Experience working in matrix reporting organisations
- Experience in cross-divisional roles
- Experience developing and implementing engagement activities
- Experience in HR-related change management

Company Description

We've been a driving force in the Japanese bilingual recruitment market, providing high quality candidates for our clients and access to the best jobs for over 20 years. We operate a team-based profit share system which, we believe, sets us apart from the majority of competitors by enabling us to always put the interests of our clients and candidates first. That means we can find the best fit for employer and job seeker, and we never push people into unsuitable roles.