



Understanding People

HR Business Partner / 人事ビジネスパートナー

Global automotive leader, Hybrid

Job Information

Recruiter

Specialized Group

Job ID

1589619

Industry

Automobile and Parts

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

April 22nd, 2026 19:48

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

HRBP Japan HRBP日本 | Automotive Industry - Hybrid Work Model

Our client, a global leader in the automotive industry, is seeking a Gunma HRBP to join their team in Japan. This role offers the opportunity to drive people-related activities and support site management in achieving sustainable results, while being part of a company focused on the future of mobility and green technologies.

Key Responsibilities:

- Drive people-related activities to support business objectives
- Support site management in achieving cost-effective results
- Define and execute workforce plans based on budget and volume changes
- Ensure timely staffing to meet site requirements
- Implement and track training and development plans
- Identify talents for succession planning

- Apply performance management processes according to guidelines
- Implement diversity and inclusion programs locally
- Maintain labor-management relations and negotiate with unions
- Resolve complex employee relations issues and grievances
- ビジネス目標を支援するための人材関連活動の推進
- コスト効率的な結果を達成するための拠点管理のサポート
- 予算およびボリュームの変化に基づいた人員計画の策定と実行
- 拠点の要件を満たすための適時な人員配置の確保
- トレーニングおよび開発計画の実施と追跡
- 後継者計画のための人材の特定
- ガイドラインに従ったパフォーマンス管理プロセスの適用
- 多様性と包摂性プログラムのローカル実施
- 労使関係の維持および労働組合との交渉
- 複雑な従業員関係問題および苦情の解決

Qualifications:

- Bachelor's Degree in HR or Business Administration
- 10+ years in HR Management roles
- Experience with HR operations in automotive industry
- Strong knowledge of local employment law and compliance
- Fluency in Japanese and English
- Experience with HRIS systems
- Ability to negotiate with unions
- Experience in diversity and inclusion program implementation
- 人事またはビジネス管理の学士号
- HR管理職での10年以上の経験
- 自動車業界におけるHR業務の経験
- 地元の労働法およびコンプライアンスに関する強力な知識
- 日本語および英語の流暢さ
- HRISシステムの経験
- 労働組合との交渉能力
- 多様性と包摂性プログラムの実施経験

Company Description