



Understanding People

## HRBP - IT | Osaka & Tokyo HRBP - IT 大阪・東京 (RSU options)

Global IT company, RSU incentive

### Job Information

#### Recruiter

Specialized Group

#### Job ID

1591411

#### Industry

Software

#### Job Type

Permanent Full-time

#### Location

Tokyo - 23 Wards

#### Salary

Negotiable, based on experience

#### Refreshed

May 11th, 2026 19:53

### 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 - IT | Osaka & Tokyo HRBP - IT 大阪・東京 (RSU options, Global Team)

Our client, a dynamic IT company, is seeking an HRBP - IT to work across Osaka and Tokyo, offering a competitive salary of 12M. This role provides the opportunity to engage with a global team and influence organizational change while enhancing your career in HR management. Enjoy the benefits of RSU options and the chance to work in a vibrant, international environment.

#### Key Responsibilities:

- Resolve complex labor issues and grievances
- Support performance management through coaching and career development
- Provide HR policy guidance and interpretation
- Identify training needs and executive coaching requirements
- Collaborate with management to improve workplace environment and morale

- Analyze HR trends and propose improvements
- Ensure compliance with Japanese labor laws

**Qualifications:**

- 5+ years HR or HRBP experience
- Native-level Japanese and business-level English
- Knowledge of ER, attendance, talent, and performance management in Japan
- Experience collaborating with executive management
- Ability to travel to Tokyo monthly
- Experience with HR analytics tools is preferred but not mandatory
- Familiarity with labor law compliance in Japan is preferred but not mandatory

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Company Description