



Understanding People

HRBP Japan HRBP日本 | Automotive Industry - Hybrid Work Model

Global automotive leader, Hybrid work

Job Information

Recruiter

Specialized Group

Job ID

1591442

Industry

Automobile and Parts

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

May 12th, 2026 09:59

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

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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