



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 26th, 2026 12:00

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

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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
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- - 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
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- - 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