



Understanding People

Senior HR Business Partner | MLM Industry シニアHRビジネスパートナー

Strategic HRBP position

Job Information

Recruiter

Specialized Group

Job ID

1591694

Industry

Food and Beverage

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

May 13th, 2026 18:17

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

Senior HR Business Partner | MLM Industry シニアHRビジネスパートナー MLM業界

Our client, a company in the multi-level marketing industry, is seeking a Senior Professional HR Business Partner to deliver high-quality HR support to assigned business units. This role offers the opportunity to partner closely with business leaders, translating people strategies into actionable solutions while ensuring consistent execution of HR programs.

Key Responsibilities:

- Serve as HR Business Partner for assigned divisions
- Translate business objectives into practical people actions
- Support performance management processes
- Handle employee relations issues and ensure compliance
- Analyze HR data and provide insights to leaders

- Support change management initiatives

Qualifications:

- Bachelor's degree in Human Resources, Business, or Psychology
 - 5–8 years of HRBP or broad HR experience
 - Fluency in Japanese (native level) and English (business level)
 - Good understanding of Japan labor laws and employee relations
 - Strong stakeholder management and communication skills
 - Experience with HR analytics tools (e.g., SAP, Workday) is preferred but not mandatory
 - Experience in multinational or matrix organizations is preferred but not mandatory
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Company Description