



【930～1400万円】4415 Global HR Business Partner

日本電気株式会社での募集です。労務・労政のご経験のある方は歓迎です。

Job Information

Recruiter

JAC Recruitment Co., Ltd.

Hiring Company

日本電気株式会社

Job ID

1591842

Industry

System Integration

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

9 million yen ~ 14 million yen

Work Hours

08:30 ~ 17:15

Holidays

【有給休暇】有給休暇は入社時から付与されます 年間20日を入社月により按分（入社7ヶ月目には最低10日以上）【休日】完全週休...

Refreshed

May 28th, 2026 17:00

General Requirements

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Native

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

【求人No NJB2379799】

【Overview of Business and Organizational Structure】

At NEC whose Purpose is to “create social value through Safety Security Fairness and Efficiency and to realize a sustainable society in which everyone can fully express their humanity” we are earnestly committed to driving meaningful social transformation.

In this context HRBPs are expected to perform as strategic partners who work hand in hand with business leaders to lead transformation and drive the business forward. From both people and organizational perspectives HRBPs play a critical role in accelerating business growth.

【 Job Description 】

Global HRBP Team is a front runner for supporting/developing global leaders of NEC and seeking HR Business Partners who will drive the development and execution of organizational and talent strategies to achieve business objectives while also demonstrating a transformation mindset committing to their own growth through new ideas approaches curiosity and a strong desire for continuous improvement.

Key Responsibilities:

Lead Remuneration committee of Europe based Acquired Companies (ACs) liaising with HRDs of each AC

Participation in the development planning and execution of organizational and talent strategies

(including organizational design resource strategies succession planning etc.)

Design and implementation of initiatives to drive organizational and cultural transformation

(acting as an employee champion by listening to employees enhancing their commitment and capabilities and contributing to improved organizational engagement etc.)

HR consulting and coaching

(working collaboratively with business leaders to resolve critical talent and culture related issues; providing expertise on the technical and legal aspects of employment including hiring termination performance management and compensation etc.)

Enabling business transformation

(providing people related support for organizational restructuring talent integration related to M A etc.)

Building strong relationships and close collaboration with business leaders

who serve as strategic partners in driving business management (such as Division SVPs and SDs)

Liaise with legal/international tax team and build mechanism/expertise within Global HRBP team to mitigate tax/individual income tax risks on cross boarder assignment for senior executive leaders

【 Key Points of the Position 】

Through this role Global HRBP will have the opportunity to develop the following capabilities:

A deep understanding of corporate and global business strategies

Expertise in human resources and organizational development in particular around Exec comp and Talent Mgt of international senior leader levels

The ability to design execution plans that drive transformation

Facilitation skills to ensure effective execution

By acquiring these skills and exercising strong career ownership individuals will be able to expand their careers across a wide range of opportunities - such as HRBP roles in other business domains including overseas assignments or positions in Corporate HR functions such as Centers of Excellence (COE) . Career progression to either management or professional leadership tracks is also possible.

In addition through close day to day collaboration with strategic partners such as Division SVPs and SDs and active participation in business management HRBPs can gain a comprehensive understanding of management and take ownership of the design and execution of HR strategies that have a meaningful impact on the entire organization

【 Work Environment 】

Office attendance possible through collaboration with business partners and remote work about two days a week

Required Skills**【 MUST 】**

We are looking for HR Business Partners who possess a strong transformation mindset and the capability to partner with business leaders to drive sustainable business success:

Proven experience in HR business partnering organizational development human capital management or a related HR function

Strong understanding of exec remuneration organizational and talent strategies including organizational design workforce planning and succession planning

Ability to work strategically with senior business leaders providing insight and challenge from a people and organization perspective

Experience driving organizational and cultural change initiatives in complex business environments

Solid knowledge of employment related practices including performance management compensation employee relations and labor laws

Strong consulting and coaching skills with the ability to influence stakeholders and facilitate decision making

Native level Japanese proficiency

Business level English proficiency with the ability to negotiate and engage effectively with senior executives including

CHROs of acquired companies

Ability to operate effectively in a global multicultural environment

【 Nice to have 】

Experience supporting business transformation initiatives such as organizational restructuring or M A related talent integration

Experience working in a global or regional HR role across multiple countries or cultures

Knowledge or hands on experience with job based human capital management frameworks

Experience partnering with executive leadership teams (e.g. SVP SD or equivalent roles)

Experience working in corporate HR functions such as a Center of Excellence (COE)

【 Definitely plus to have as desired mindset and attributes 】

A strong commitment to continuous self development learning and professional growth

Curiosity and openness to new ideas approaches and methodologies in HR and business transformation

A proactive hands on attitude with a strong sense of ownership and accountability

Resilience and agility to navigate change ambiguity and complex stakeholder dynamics

Alignment with NEC's Purpose and values and a genuine interest in contributing to social value creation

Company Description

社会公共事業、社会基盤事業、エンタープライズ事業、ネットワークサービス事業、グローバル事業