



Understanding People

## HRBP Manager - Online Platform HRBPマネージャー・オンラインプラットフォーム

Fortune 150 tech company

### Job Information

#### Recruiter

Specialized Group

#### Job ID

1592967

#### Industry

Internet, Web Services

#### Job Type

Permanent Full-time

#### Location

Tokyo - 23 Wards

#### Salary

Negotiable, based on experience

#### Refreshed

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### 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 Manager - Online Platform HRBPマネージャー・オンラインプラットフォーム (14M salary)

Our client, a Fortune 150 technology company listed on the NYSE, is seeking an HRBP Manager for their online platform in Japan. This role offers the unique opportunity to connect business strategy with HR strategy, directly reporting to the Japan HR Head and collaborating closely with the executive team. The position promises a competitive salary of 14 million yen and the chance to influence organizational growth and employee experience.

#### Key Responsibilities:

- Develop and execute HR strategies with executive management
- Lead organizational change and development initiatives
- Resolve complex labor issues and manage employee relations
- Analyze HR data and KPIs to identify challenges

- Coach managers on performance management and decision-making
- Ensure compliance with Japanese labor laws
- Enhance employee engagement and retention strategies

**Qualifications:**

- 5+ years HR experience in fast-paced industry
- Native-level Japanese and business-level English proficiency
- Experience with Japanese labor law and compliance
- Ability to visit Funabashi fulfillment center quarterly
- Experience collaborating with executive management
- Experience with HR data analysis and KPI management
- Experience in employee relations and performance management
- Experience in organizational development and change management

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Company Description