



Understanding People

HRBP 人事ビジネスパートナー - People Strategy & Talent Development

Flexible remote work

Job Information

Recruiter

Specialized Group

Job ID

1592968

Industry

Software

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

June 3rd, 2026 00:00

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

HRBP 人事ビジネスパートナー - People Strategy & Talent Development (Flexible Remote, Hours)

Our client, an innovative software company, is seeking an HRBP to join their global People & Culture team. This role offers the opportunity to partner with business leaders in Japan, driving people strategy and fostering a culture of collaboration and shared ownership. Enjoy the benefits of flexible remote work and working hours in an international environment.

Key Responsibilities:

- Align people strategy with business goals in Japan
- Lead organizational design and change initiatives
- Strengthen leadership capability through L&D solutions
- Coach managers on leadership effectiveness and team dynamics
- Drive performance management and talent reviews

Qualifications:

- Fluency in Japanese and English
 - Experience in HR business partnering in a global environment
 - Experience in organizational design and change management
 - Experience with HR software tools (e.g., Workday, SAP SuccessFactors) is preferred but not mandatory
 - Strong coaching and leadership development skills
 - Experience in performance management and talent development
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Company Description