

**【800～1400万円】HRBP**

外資系企業での募集です。HRBPのご経験のある方は歓迎です。

Job Information

Recruiter

JAC Recruitment Co., Ltd.

Hiring Company

外資系企業

Job ID

1593801

Industry

Real Estate Brokerage, Management

Company Type

International Company

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

8 million yen ~ 14 million yen

Work Hours

09:00 ~ 17:30

Holidays

詳細は求人ご紹介時にご案内いたします。

Refreshed

June 11th, 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 NJB2382970】

Role Summary

The Senior People Business Partner (Sr BP) supporting Local FM business in Japan is a strategic leader within the Japan People function partnering closely with senior leadership to own and deliver the People agenda.

This role combines deep expertise in employee relations and labor risk management with strategic accountability for People planning talent engagement and governance in a complex operational environment.

The Sr BP acts as a trusted advisor to leadership and a key interface with Regional People leadership and Centers of

Excellence.

Key Responsibilities

1. Strategic People Business Partnering
 - Act as the primary People partner to Local FM senior leaders
 - Own and deliver the Local FM People Plan (Japan) aligned with business strategy and operational priorities
 - Translate Japan and Regional People strategies into effective execution
 - Influence leadership decision making on people and organizational matters
2. Portfolio Change Workforce Impact
 - Lead People impact planning and execution related to portfolio and service delivery changes
 - Ensure compliant and well managed workforce outcomes
 - Proactively identify and mitigate people related risks
3. Employee Relations Labor Risk Leadership
 - Take ownership of complex and high risk employee relations cases
 - Act as an escalation and mediation point as required
 - Provide expert guidance on labor risk policy application and compliance
 - Lead responses to labor inspections audits and regulatory matters
 - Manage works council or union related matters as applicable
4. Annual People Processes Workforce Planning
 - Own local delivery of annual People processes (performance reward promotion job evaluation)
 - Lead talent and succession planning aligned with business and regional strategies
 - Ensure consistent and compliant application of pay and reward frameworks
 - Own workforce planning to secure required capabilities
5. Talent Engagement Culture
 - Lead leadership and talent development priorities in partnership with People functions
 - Own and continuously improve the Local FM onboarding experience
 - Drive action planning from employee engagement results
6. Data Systems People Governance
 - Translate People data and trends into actionable insights for leaders
 - Act as custodian of People data ensuring accuracy and governance
 - Champion effective adoption and governance of People systems
 - Partner with Regional People leadership and Centers of Excellence
7. Leadership within the People Function
 - Provide leadership and guidance to People BPs and People Advisors
 - Contribute to the maturity and credibility of the Japan People team
 - Participate in regional and cross functional People initiatives

Required Skills

Required Experience Qualification

Essential

- 8・10+ years of progressive HR experience in Japan including senior HRBP roles
- Strong expertise in employee relations and Japanese labor law
- Proven ability to operate as a trusted advisor to senior leaders
- Strong judgment and resilience in complex situations
- Native level Japanese and business level English

Preferred

- Experience in operational or service driven businesses
- Experience in multinational matrix organizations
- Experience with HR systems (e.g. PeopleSoft)

Key Competencies

- Strategic and pragmatic People leader
- Strong risk awareness and commercial judgment
- Influential communicator with high credibility

Company Description

ご紹介時にご案内いたします