



HR Business Partner / 人事戦略パートナー

グローバル製造企業で組織成長を支えるHRBPポジション

Job Information

Recruiter

[Cornerstone Recruitment Japan K.K.](#)

Job ID

1594561

Industry

Machinery

Company Type

International Company

Job Type

Permanent Full-time

Location

Kanagawa Prefecture, Zama-shi

Salary

Negotiable, based on experience

Refreshed

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General Requirements

Minimum Experience Level

Over 6 years

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

Position: HR Business Partner
Company: Global Engineering & Manufacturing Company
Location: Zama, Kanagawa, Japan
Employment Type: Full-time

Overview

A global engineering and manufacturing company is seeking an HR Business Partner to support its Japan operations. The organization operates across industrial, transportation, aerospace, defense, and energy-related sectors, with a strong international footprint and a collaborative multinational environment.

This role will partner closely with business leaders and employees across manufacturing and engineering functions, driving both strategic HR initiatives and hands-on operational support.

Key Responsibilities

- Partner with business and functional leadership to develop and execute people strategies aligned with regional and global objectives
- Lead recruitment and staffing activities including workforce planning, employer branding, hiring coordination, onboarding, and probation management
- Drive performance management processes including annual evaluations, milestone tracking, and performance improvement initiatives
- Ensure compliance with Japanese labor laws, HR policies, and internal governance standards
- Foster positive employee engagement through communication initiatives, employee relations activities, surveys, and retention programs
- Support talent management, learning, and development initiatives in collaboration with regional and global HR teams
- Coordinate and roll out local training and education programs
- Drive initiatives related to employee engagement, diversity, inclusion, and organizational culture
- Support retention and employer branding activities including career development and employee experience programs
- Collaborate with multiple stakeholders across business functions in a matrix organization environment

Requirements

- Bachelor's degree or above in Human Resources, Business, or related field
- Minimum 5 years of HR Business Partner experience within multinational manufacturing or engineering environments
- Experience supporting multiple business functions within matrix organizations
- Strong understanding of Japanese labor law, HR operations, and compliance requirements
- Excellent stakeholder management and interpersonal communication skills
- Ability to balance strategic HR partnership with hands-on operational execution
- Native-level Japanese and business-level English communication skills preferred

Preferred Profile

- Experience within industrial, manufacturing, engineering, or aerospace-related industries
- Strong employee relations and organizational development experience
- Ability to work effectively in fast-paced multinational environments
- Proactive, collaborative, and solutions-oriented mindset
- Experience supporting talent management and performance management frameworks across regional organizations

Work Environment & Culture

- Multinational engineering and manufacturing environment
 - Strategic role supporting both business growth and employee engagement
 - Opportunity to work closely with regional and global HR leadership
 - Collaborative culture focused on innovation, operational excellence, and long-term growth
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Company Description