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
October 30th, 2026 06:00

General Requirements

Minimum Experience Level
Over 6 years

Career Level
Mid Career

Minimum English Level
Business Level

Minimum Japanese Level
Native Level

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

Company Description