



Understanding People

Senior HR Business Partner シニアHRビジネスパートナー

Global healthcare innovator

Job Information

Recruiter

Specialized Group

Job ID

1594625

Industry

Healthcare, Nursing

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

May 29th, 2026 17:35

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

Senior HR Business Partner シニアHRビジネスパートナー

Our client, a global industrial technology innovator in the healthcare sector, is seeking a Senior HR Business Partner to join their team. This role offers the opportunity to drive employee engagement and foster an inclusive culture across multiple regions, enhancing workforce productivity and retention.

Key Responsibilities:

- Enhance employee engagement and retention strategies
- Implement Inclusion, Diversity, and Equity initiatives
- Consult on performance management processes
- Guide managers on HR policy interpretation
- Conduct workforce planning and talent assessment

- Coach leaders on talent management practices
- Analyze workforce data for decision-making

Qualifications:

- 8+ years in HR or Talent Management
- Proficient in Oracle HCM System is highly preferred
- Willingness to travel 25% depending on requirements
- In-depth knowledge of organizational design and talent management
- Proven project management and execution skills
- Experience with data-driven decision-making in HR
- Strong understanding of Inclusion, Diversity, and Equity (IDE)
- Experience in employee engagement strategies
- Ability to coach and influence leadership

Company Description