SPECIALIZED GROUP

Understanding People

Senior HR Business Partner – Manufacturing Operations

Global automotive manufacturer

Job Information

Recruiter
Specialized Group

Job ID
1594818

Industry
Automobile and Parts

Job Type
Permanent Full-time

Location
Gunma Prefecture

Salary
Negotiable, based on experience

Refreshed
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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 – Manufacturing Operations

An international manufacturing organization is seeking a Senior HR Business Partner to support people initiatives at a key production site in Japan. This role will partner closely with business leaders and employees to drive workforce planning, talent development, employee engagement, and HR operations that support business performance and organizational effectiveness.

Key Responsibilities

- Partner with business leaders to support people-related initiatives and operational objectives
- Provide HR guidance on workforce planning, staffing, and organizational needs
- Support recruitment activities to ensure timely hiring for business requirements

- Coordinate and monitor employee training and development programs
- Support talent identification, career development, and succession planning activities
- Facilitate performance management processes and employee development initiatives
- Promote employee engagement and workplace inclusion initiatives
- Maintain positive employee and labor relations while supporting workforce communication
- Advise managers on employee relations matters and workplace issues
- Ensure compliance with labor laws, company policies, and HR procedures
- Support continuous improvement of HR processes and people practices

Qualifications

- Bachelor's degree in Human Resources, Business Administration, or a related field
- Minimum 10 years of HR experience, including business partnering or HR management responsibilities
- Experience within manufacturing, industrial, or automotive-related environments preferred
- Strong knowledge of Japanese labor law and employment practices
- Fluent Japanese and English communication skills
- Experience with HR information systems and HR data management
- Experience supporting employee and labor relations activities
- Strong stakeholder management, communication, and problem-solving skills
- Experience supporting employee development and organizational initiatives is an advantage

急成長中のグローバル自動車メーカーにて、日本市場を担当するHRBPを募集しています。当社は環境技術部門を強化しており、群馬県に拠点を置くこのポジションでは、持続可能な成果を達成するための人事活動を推進し、未来のモビリティを共に築くチームの一員となる機会があります。

業務内容:

- 人事戦略を通じてビジネス目標の達成を支援
- 安全性や品質目標を含む現場マネジメントのサポート
- 予算とボリュームの変化に基づく人員計画の策定と実行
- 現場のニーズに応じた適時の人材確保
- 研修・育成計画の導入と進捗管理
- 後継者計画のための人材発掘
- ガイドラインに基づいたパフォーマンス管理プロセスの適用
- 多様性と包括性プログラムのローカル実施
- 労使関係の維持および労働組合との交渉
- 複雑な従業員関係の課題や苦情の解決

応募資格:

- HRまたは経営学の学士号
- 10年以上のHRマネジメント経験
- 自動車部品サプライヤーでの経験
- 現地の雇用法とコンプライアンスに関する強い知識
- 日本語および英語の流暢な言語能力
- HRISシステムの使用経験
- 労働組合との交渉能力
- 多様性と包括性プログラムの導入経験

Company Description