



Understanding People

Senior HR Manager / シニア人事マネージャー

Manufacturing industry leader

Job Information

Recruiter

Specialized Group

Job ID

1595319

Industry

Food and Beverage

Job Type

Permanent Full-time

Location

Okinawa 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 Manager | Beverage Manufacturing シニア人事マネージャー 飲料製造

Our client, a prominent company in the beverage and manufacturing industry, is seeking a Senior Manager to join their team in Central Okinawa. This role offers the opportunity to lead HR strategy and execution, working closely with executives to drive organizational growth and transformation.

Key Responsibilities:

- Develop and implement HR strategies
- Oversee recruitment and talent management
- Manage labor relations and union negotiations
- Coordinate payroll and attendance operations
- Collaborate with management on organizational development
- Supervise general affairs and legal compliance

- Communicate with international stakeholders

Qualifications:

- Experience in HR at a publicly listed or pre-IPO company
- HR experience in the manufacturing industry
- Experience designing HR strategies and systems from scratch
- Negotiation experience with labor unions
- Understanding of payroll, social insurance, and attendance systems
- Business-level English proficiency
- Valid driver's license
- Experience in beverage, consumer goods, tourism, or hospitality industries is preferred but not mandatory
- Experience in M&A or organizational integration is preferred but not mandatory
- Understanding of general affairs, legal, and crisis management is preferred but not mandatory
- Fluency in Japanese is preferred but not mandatory

沖縄中部に拠点を置く著名な飲料製造企業において、シニアマネージャーを募集しています。このポジションでは、HR戦略の立案・実行をリードし、経営陣と密接に連携して組織の成長と変革を推進する役割を担っていただきます。

主な業務内容

- 人事戦略の策定と実行
- 採用および人材管理の監督
- 労働関係および労働組合との交渉管理
- 給与計算および勤怠管理の調整
- 経営陣との組織開発に関する協力
- 総務および法令遵守の監督
- 国際的なステークホルダーとのコミュニケーション

応募資格:

- 上場企業またはIPO準備企業での人事経験
- 製造業界での人事経験
- ゼロからの人事戦略・システム設計経験
- 労働組合との交渉経験
- 給与計算、社会保険、勤怠管理システムに関する知識
- ビジネスレベルの英語力
- 有効な運転免許証
- 飲料、消費財、観光、またはホスピタリティ業界での経験があれば尚可
- M&Aや組織統合の経験があれば尚可
- 総務、法務、危機管理の理解があれば尚可
- 日本語に流暢であれば尚可

Company Description