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## Hands-on HR Manager | Lead Local HR in Global Automotive

### Hybrid HR Manager

#### Job Information

##### Recruiter

[Michael Page](#)

##### Job ID

1596057

##### Industry

Electronics, Semiconductor

##### Job Type

Permanent Full-time

##### Location

Kanagawa Prefecture

##### Salary

2.5 million yen ~ 12 million yen

##### Refreshed

June 11th, 2026 15:34

#### General Requirements

##### Career Level

Mid Career

##### Minimum English Level

Business Level

##### Minimum Japanese Level

Business Level

##### Minimum Education Level

Bachelor's Degree

##### Visa Status

No permission to work in Japan required

#### Job Description

This is a hands-on HR Manager position with full ownership of HR operations and business partnering for a Japan-based team. You will work closely with senior leadership in a global environment while supporting organisational growth and change.

#### Client Details

Our client is a global tier-1 supplier within the automotive industry, supporting major OEMs worldwide. The organisation operates at scale across multiple regions and is currently undergoing strategic transformation, offering strong exposure to change management and business evolution.

#### Description

- Act as the primary HR partner to the Japan business leader and management team
- Support organisational design, talent management, and performance processes
- Manage end-to-end HR operations including payroll, social insurance, and employee administration
- Oversee contingent workforce planning and temporary staffing
- Ensure compliance with Japanese labour law and local regulations
- Provide hands-on support for employee relations and day-to-day HR matters

- Contribute to HR initiatives within a changing and evolving structure

#### Job Offer

- Competitive salary: 1000万円 ~ 1200万円
- Bonus: 6-10%
- Hybrid working style (2-3 days work from home)
- High visibility role with direct reporting line to business leadership
- Opportunity to work in a global organisation undergoing transformation

To apply online please click the 'Apply' button below. For a confidential discussion about this role please contact Claire Bao on +81 3 6627 6074.

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#### Required Skills

- Proven experience in an HR Manager or senior HRBP capacity
  - Strong knowledge of Japanese labour law and HR operations
  - Hands-on, adaptable, and comfortable working in standalone or lean HR environments
  - Experience partnering with senior stakeholders, including global leadership
  - Business-level English and native-level Japanese
  - Background in manufacturing, automotive, or industrial sectors is preferred
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#### Company Description

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