


[www.michaelpage.co.jp](http://www.michaelpage.co.jp)

## Strategic HR Partner | Drive Impact in Global Tech

### Strategic HRBP

#### Job Information

##### Recruiter

[Michael Page](#)

##### Job ID

1596059

##### Industry

Internet, Web Services

##### Job Type

Permanent Full-time

##### Location

Tokyo - 23 Wards

##### Salary

Negotiable, based on experience

##### Refreshed

June 11th, 2026 15:40

#### General Requirements

##### 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

This is an exciting opportunity for an HR Partner to support a high-growth, global technology organisation in Japan. You will act as a trusted advisor to business leaders while driving key HR initiatives that enhance performance, engagement, and organisational effectiveness.

#### Client Details

Our client is a globally recognised technology and innovation-driven organisation known for its dynamic culture and rapid growth. With a strong presence in Japan, the company focuses on building high-performing teams and fostering an inclusive and collaborative workplace.

#### Description

- Act as a strategic HR partner and advisor to business leaders and teams
- Provide guidance on performance management, organisational design, and employee relations
- Collaborate with HR Centres of Excellence including Talent Acquisition, Compensation & Benefits, and Employee Relations
- Drive initiatives to improve employee engagement and overall employee experience
- Support talent development, succession planning, and annual performance cycles

- Coach managers to build inclusive, high-performing teams
- Analyse HR data to inform decision-making and business strategy

#### **Job Offer**

- Competitive salary: ~1200万円 (total package)
- Opportunity to work in a globally recognised, high-growth organisation
- Exposure to senior leadership and strategic business decisions
- Dynamic, innovative, and collaborative work environment

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.

---

#### **Required Skills**

- 3+ years of experience in HRBP or related HR functions
  - Strong knowledge of HR practices across performance, ER, and organisational design
  - Excellent analytical and problem-solving skills
  - Ability to influence stakeholders in a fast-paced, matrixed environment
  - Native-level Japanese and business-level English preferred
- 

#### **Company Description**

Our client is a globally recognised technology and innovation-driven organisation known for its dynamic culture and rapid growth. With a strong presence in Japan, the company focuses on building high-performing teams and fostering an inclusive and collaborative workplace.