



Understanding People

Regional Employee Relations / リージョナル社員関係

Global semiconductor leader

Job Information

Recruiter

Specialized Group

Job ID

1601178

Industry

Electronics, Semiconductor

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

July 8th, 2026 18:44

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

Regional Employee Relations リージョナル社員関係 - Semiconductor (Competitive salary, Work-life balance)

Our client, a leading company in the semiconductor industry, is seeking a Regional Employee Relations professional to join their team. This role offers the opportunity to manage employee relations across multiple countries in the APAC region, with potential for career growth to a true APAC level expertise. Enjoy a competitive salary, good work-life balance, and the chance to work closely with the Global HQ.

Key Responsibilities:

- Manage end-to-end Employee Relations investigations
- Handle complex employee misconduct cases
- Provide guidance on investigation outcomes
- Gather and analyze data for policy violation cases

- Collaborate with HR Business Partners and Global Employment Law
- Ensure compliance with employment laws in APAC region

Qualifications:

- Fluency in Japanese above N1 level
- English proficiency above business level
- Experience in employee relations within the APAC region
- Experience in handling employee misconduct and investigations
- Knowledge of employment laws in China, Taiwan, Korea, and Japan
- Experience with HR compliance and ethics
- Strong analytical skills for data analysis in investigations

Company Description