



[HRBP Manager] Global Tech | Hybrid | Up to ¥16M

Job Information

Recruiter

SPOTTED K.K.

Job ID

1605050

Industry

Internet, Web Services

Company Type

Large Company (more than 300 employees) - International Company

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

10 million yen ~ 16 million yen

Salary Bonuses

Bonuses included in indicated salary.

Salary Commission

Commission included in indicated salary.

Refreshed

September 8th, 2026 00:00

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Native

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

Hybrid & Flexible | Up to ¥16M | International Environment | Senior Leadership Exposure

The Company

A well-established, global tech organization with a significant presence in Japan and APAC region. The Tokyo office operates as part of a broader international structure, with HR playing a genuine seat at the table role rather than a purely

administrative function.

The Opportunity

This role sits at the intersection of local execution and global alignment — partnering closely with business leaders in Japan while staying connected to regional and global HR strategy. It's suited to someone who has outgrown a purely operational HR remit and wants to influence how the business thinks about talent, organizational design, and people strategy at a market level.

Key Responsibilities

- Act as a trusted advisor to senior business leaders on organizational design, workforce planning, and talent strategy
- Lead full-cycle HRBP support across business units, driving performance management, calibration, and talent review cycles
- Partner with leadership on succession planning, leadership development, and organizational change initiatives
- Coach and influence managers on people leadership and difficult conversations
- Collaborate with COEs (Talent Acquisition, C&B, L&D) and use HR data to inform business decisions
- Ensure compliance with Japan labor law while contributing to engagement and culture initiatives locally

Required Skills

What are we looking for

- 6+ years of progressive HR experience, with meaningful time in a business partnering capacity
- Prior experience within a multinational or foreign-affiliated company operating in Japan, with strong knowledge of local labor law
- Business-level English and Japanese
- Demonstrated ability to influence senior stakeholders as a credible business advisor
- Experience supporting organizational change, ideally in a global reporting environment
- Strong analytical mindset with a track record of building trust quickly across local and global stakeholders

Interested in learning more? Let's start with a conversation and see whether this opportunity aligns with your goals.

Company Description