SPOTTED RECRUIT
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HR Business Partner (AI & People Operations) Exclusive job

Job Information

Recruiter
SPOTTED K.K.

Job ID
1606955

Industry
Internet, Web Services

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
7 million yen ~ 12 million yen

Refreshed
November 13th, 2026 10:00

General Requirements

Minimum Experience Level
Over 3 years

Career Level
Mid Career

Minimum English Level
Business Level

Minimum Japanese Level
Fluent Level

Minimum Education Level
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

Location: Tokyo (Hybrid – 3 days in office / 2 days remote)

Salary: ¥7,000,000 – ¥12,000,000 + Performance Bonus

About

We are a fast-growing Japanese SaaS company transforming the way businesses work through cloud-based IT solutions. With over 500 employees and ambitious expansion plans across Japan and APAC, building a workplace where technology, innovation, and people drive everything we do.

Given the Company growth, we're looking for an **HR Business Partner** who is excited about shaping the future of HR by leveraging AI to improve efficiency, decision-making, and the employee experience.

What You'll Do

- Partner with business leaders to support organizational growth and people initiatives.
- Advise managers on employee relations, performance management, and talent development.

- Drive HR projects that improve the employee experience.
- Identify opportunities to integrate AI into HR processes such as recruiting, onboarding, internal communications, reporting, and workforce analytics.
- Collaborate with HR Operations and Talent Acquisition to streamline workflows using AI-powered tools.
- Analyze HR data and provide insights to support business decisions.
- Promote a culture of innovation and continuous improvement within the HR team.

What We're Looking For

- Around **3+ years of experience as an HR Business Partner, HR Generalist, or similar HR role** .
- Experience partnering with business leaders.
- Strong communication and stakeholder management skills.
- Curiosity about AI and emerging technologies, with a willingness to explore how they can improve HR processes.
- Analytical mindset and continuous improvement mentality.
- Business-level English and native or fluent Japanese.

Nice to Have

- Experience working in the IT, SaaS, or technology industry.
- Experience using AI tools such as ChatGPT, Microsoft Copilot, Gemini, or similar platforms in daily work.
- Exposure to HR analytics or HRIS projects.
- Experience supporting a fast-paced or high-growth organization.

Why Join Us?

- Join a rapidly growing technology company where HR has a real seat at the table.
- Be part of the company's AI transformation and help redefine how HR operates.
- Hybrid working style with flexible hours.
- Clear career progression as the company expands.
- Collaborative, international, and innovation-driven culture.
- Competitive salary and performance bonus.
- Learning budget and professional development opportunities.

If you're passionate about people, technology, and the future of work, we'd love to hear from you.

Company Description