

【英語を活かす】人事ビジネスパートナー/ HRBP

世界的な産業用オートメーション企業にて、人事ビジネスパートナーの求人がございます

Job Information

Recruiter

Robert Walters Japan (ロバート・ウォルターズ)

Hiring Company

世界的な産業用オートメーション企業

Job ID

1608047

Industry

Electronics, Semiconductor

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

8 million yen ~ 10 million yen

Holidays

完全週休2日制, 土日祝日休み, 有給休暇

Refreshed

September 2nd, 2026 00:00

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

A foreign industrial automation company is looking for an HRBP. The selected candidate will support business growth through HR strategy, talent management, employee relations, and organisational development.

A global company specialising in automation technology, pneumatic and electric drive solutions, and industrial automation systems.

Keywords:

人事, 人材管理, 労使関係, 自動化, テクノロジー, 産業, 外資系

Job Ref: S1R4XB

Responsibilities:

- Understand the overall business and HR strategy and translate it into the company
- Act as a trusted Business Partner to business leaders, providing strategic HR guidance and support in alignment with business objectives and local regulations
- Advise, counsel, and coach business leaders on change management, culture alignment, employee engagement,

diversity and inclusion, succession planning, leadership development, performance management, organisational design, workforce planning, compensation management, and talent analytics

- Manage the end-to-end talent acquisition process, including job posting, candidate screening, interviewing, and onboarding, ensuring a positive candidate experience
- Partner with the Cluster COE and OD partner to deliver people development programs that enhance employee competence and performance
- Provide guidance and support on employee relations matters, including performance management, conflicts, disciplinary action, and grievance handling according to local labour laws
- Manage the monthly payroll process and closely collaborate with the outsourced payroll vendor
- Organise and lead employee engagement activities
- Support the implementation of HR projects and initiatives for effective execution
- Positively influence organisational design and build strategic partnerships with a key focus on acquiring talent and developing people with the right tools and processes

Requirements:

- Bachelor's degree or above in Human Resources, BA or a related field
- 5-7 years of business experience
- Strong communication skills
- Excellent interpersonal and communication skills
- Strong knowledge of labour laws and HR practices
- Proficient in Japanese and English

Company Description

We've been a driving force in the Japanese bilingual recruitment market, providing high quality candidates for our clients and access to the best jobs for over 20 years. We operate a team-based profit share system which, we believe, sets us apart from the majority of competitors by enabling us to always put the interests of our clients and candidates first. That means we can find the best fit for employer and job seeker, and we never push people into unsuitable roles.