



HRIS Analytics

東証プライム上場メーカーでの募集です。 HRISのご経験のある方は歓迎です。

Job Information

Recruiter

JAC Recruitment Co., Ltd.

Hiring Company

東証プライム上場メーカー

Job ID

1608543

Industry

Chemical, Raw Materials

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

6.5 million yen ~ 8.5 million yen

Work Hours

08:45 ~ 17:15

Holidays

詳細は求人ご紹介時にご案内いたします。

Refreshed

September 17th, 2026 20:00

General Requirements

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

【求人No NJB2400884】

HRIS Analyticsは、SAP SuccessFactors を中心とした人事情報システム（HRIS）および人材データ・アナリティクス領域をリードするポジションです。グローバルHR戦略に基づき、システムの安定運用・最適化・継続的改善を担い、データを活用した人事施策や意思決定を推進します。本ポジションは、グローバルにレポートしつつ、日本HRリードとも連携する体制で、グローバル標準と日本ローカル要件の橋渡しを行います。HR・IT部門・外部ベンダーと密に協業し、ビジネスニーズを実用的かつスケーラブルなHRIS / 分析ソリューションへと落とし込みます。

Required Skills

- Fluent business level English communication skills with proven experience working in an English speaking or global business environment
 - Bachelor's degree in Human Resources Information Systems Computer Science Business Administration or a related field; advanced degree preferred
 - 3+ years of experience in HRIS or HR technology roles with hands on responsibility for system administration configuration implementation or ongoing optimization
 - Proven experience serving as a Technical Lead system owner or key project member in the implementation or operation of enterprise HCM platforms (e.g. • SAP SuccessFactors Workday Oracle HCM or comparable HR systems) with strong hands on knowledge of HRIS architecture configurations workflows data models security permissions and system integrations
 - Experience supporting or leading HRIS implementations integrations data migrations and system enhancements across multiple countries or regions
 - Demonstrated experience in HR data analysis reporting and dashboard development; familiarity with people analytics tools is strongly preferred
 - Solid understanding of end to end HR processes (hire to retire) and how HRIS solutions support and enable these processes
 - Experience working cross functionally with HR IT and external vendors with the ability to translate business requirements into scalable sustainable technical solutions
 - Strong communication and stakeholder management skills with the ability to clearly explain technical concepts to non technical audiences and influence decision making
 - High attention to detail strong problem solving skills and the ability to manage multiple priorities in a dynamic global environment
 - SAP SuccessFactors and/or other HRIS certifications in a global organization are a plus
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Company Description

ご紹介時にご案内いたします