



Understanding People

Senior HR Business Partner / シニアHRビジネスパートナー

Strategic HR Business Partner

Job Information

Recruiter

Specialized Group

Job ID

1609134

Industry

Machinery

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

August 22nd, 2026 14:59

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

Senior HR Business Partner シニアHRビジネスパートナー | Employee Engagement & Talent Management

Overview

Our client is seeking a Senior HR Business Partner to support people leaders across designated regions within a global industrial technology business.

This role offers the opportunity to lead strategic HR initiatives in employee engagement, inclusion, performance

management, and workforce planning, enhancing leadership capabilities and organizational growth. The position includes bonus eligibility and is based in Central Tokyo with HR shared service support.

Key Responsibilities:

- Coach leaders to foster inclusive culture and improve employee engagement
- Advise on performance management including goal setting and improvement plans
- Guide managers on employee relations and workplace policy interpretation
- Lead workforce planning and organizational talent assessment with leaders
- Develop manager capability in talent selection, development, and retention
- Partner with COEs to deploy IDE initiatives and inclusive growth strategies
- Analyze engagement and workforce data to recommend HR initiatives
- Support change management during acquisitions, restructuring, and ramp-ups
- Coach leaders on talent review processes and development planning
- Collaborate with TA to influence talent selection decisions

Requirements:

- 8+ years experience in Human Resources or Talent Management
- Strong knowledge of Inclusion, Diversity, and Equity (IDE) principles
- Experience in employee engagement strategy and data analysis
- Expertise in performance management lifecycle and coaching
- Skilled in employee relations and workplace investigations
- Workforce planning and organizational talent assessment skills
- Project management skills with data-driven decision making
- Ability to communicate effectively in Japanese and English
- Experience coaching and influencing leaders at multiple levels
- Knowledge of organizational design and change management

Company Description