SPOTTED RECRUIT
THE HOME OF STARTUP RECRUITMENT
都内テクノロジー・スタートアップ企業の求人多数

Engineering HR Manager / HR Business Partner

Exclusive job

Job Information

Recruiter
SPOTTED K.K.

Job ID
1612968

Industry
Software

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
4.5 million yen ~ 7.5 million yen

Refreshed
October 28th, 2026 00:00

General Requirements

Minimum Experience Level
Over 1 year

Career Level
Entry Level

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

Tokyo | Hybrid |

About the Company

A growing Japanese technology company operating in the **smart device and circular economy space** is expanding its Engineering organization and is looking for an **Engineering HR Manager / HR Business Partner** .

The company brings together Software Engineers, SREs, Product Managers and other technical specialists across multiple products and technologies.

This is an opportunity to work closely with **Engineering leadership and the CTO**, while expanding your experience beyond recruitment or HR operations into **HRBP, organizational development, employee engagement and talent development** .

About the Role

You will act as an HR partner to the Engineering organization, working closely with the CTO, Engineering Managers, hiring managers and the wider HR team.

The role combines **Engineering recruitment with broader HRBP and organizational development responsibilities**, making it suitable for HR professionals who want to build a career in **Tech HR** / **HRBP**.

Key Responsibilities

- Partner with Engineering leaders to understand business and organizational priorities and develop HR initiatives accordingly
- Support **Engineering recruitment**, including hiring strategy, sourcing, stakeholder management and candidate experience
- Work closely with Engineering Managers on talent, performance, development and organizational topics
- Analyze employee engagement and identify opportunities to improve the employee experience
- Support onboarding, talent development and leadership development initiatives
- Improve HR and recruitment processes and contribute to employer branding activities

Why Consider This Opportunity?

Broader HR exposure
Move beyond recruitment or HR operations and gain hands-on experience across HRBP, organizational development, engagement and talent development.

Direct exposure to Engineering leadership
Work closely with the CTO and Engineering Managers and gain visibility into business and organizational decision-making.

Career development toward Tech HR / HRBP
A strong opportunity for someone looking to transition from **Engineering Recruitment into a broader HRBP role**.

High ownership
You will have the opportunity to identify organizational challenges and develop practical solutions rather than simply operate existing processes.

Required Skills

Requirements

- Bachelor's degree or equivalent practical experience
- **Native-level Japanese (JLPT N1 or equivalent)**
- At least **1 year of experience** in Engineering recruitment, HR or a related HR function
- Experience working with multiple stakeholders or teams
- Strong communication and relationship-building skills
- A proactive and problem-solving mindset
- Interest in developing beyond a purely recruitment or operational HR role
- Comfortable working in a fast-growing environment where priorities may change

Preferred Experience

- HR or recruitment experience within a **technology** / **Engineering organization**
- Understanding of software engineering or technical roles
- Experience with Engineering recruitment or recruitment strategy
- HRBP, Tech HR or Organizational Development experience
- Performance management or talent management experience
- Experience working with Engineering Managers or senior leadership
- Experience managing recruitment agencies or RPO partners
- Business-level English

Company Description