

HRBP

Job Information

Recruiter
SPOTTED K.K.

Job ID
1614100

Industry
Other (Manufacturing)

Company Type
Small/Medium Company (300 employees or less)

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
10 million yen ~ 12 million yen

Refreshed
November 27th, 2026 04:00

General Requirements

Minimum Experience Level
Over 6 years

Career Level
Mid Career

Minimum English Level
Business Level

Minimum Japanese Level
Native Level

Minimum Education Level
Associate Degree/Diploma

Visa Status
Permission to work in Japan required

Job Description

The role will be covering multiple areas of HR including HR operations:

-Talent acquisition, HRBP, Labor law, talent development, Employee lifecycle (On boarding, to off boarding)

End-to-end ownership across talent acquisition and talent development
Exposure to multiple business units and leadership teams
Direct involvement in organizational transformation and change initiatives
Opportunity to shape leadership capability and future talent pipelines
High visibility and impact within the organization

- Size in Japan: 200 employees
- Office: Kamiyacho

- Hybrid with flex time (4 days office a week)
- HR Size: 5 people
- Report Line: Japan HR Head
- Budget: 12M

Required Skills

Key requirements include:

- 5+ years of HR experience
- Strong recruitment and **talent acquisition background (new grads and mid career)**
- **Talent Management** and Leadership Development experience
- Business-level English and native-level Japanese
- Ability to influence stakeholders and work closely with senior leaders

Company Description