

【英語を活かす】人事ビジネスパートナー/ HR Business Partner

化粧品会社にて、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

化粧品会社

Job ID

1616017

Industry

Daily Necessities, Cosmetics

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

5 million yen ~ 8 million yen

Refreshed

October 6th, 2026 08:45

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 renowned cosmetics manufacturer is looking for an HR Business Partner. The selected candidate will develop people strategies, strengthen talent and performance management, and advise business leaders on organisational priorities.

This company is a respected name in cosmetics and beauty products in addition to being very active in various research fields. With tens of thousands of employees around the world, this company is firmly established as an industry leader.

Keywords:

人事, 総務, 採用, リクルート, リクルートメント, 求人, 外資系

Job Ref: L895JN

Responsibilities:

- Develop workforce, organisational, and capability strategies aligned with business objectives
- Manage organisational change and restructuring initiatives
- Identify high-potential employees and support succession and development planning
- Advise managers on performance evaluations, feedback, and compensation reviews
- Analyse employee feedback and implement engagement and retention initiatives
- Partner with recruitment, legal, and employee relations teams on hiring and workplace matters

Requirements:

- More than 5 years of human resources experience (Generalist/HRBP)
- Proficient in MS Office Suite
- Prior labor knowledge
- Professional level Japanese; business level English (TOEIC 800+)

Preferred requirements:

- Experience in a large/Middle scale/multinational company with diverse and dynamic work environment
- Prior project management experience

Company Description

For over 25 years, in Japan, we have been a driving force in the Japanese bilingual recruitment market, providing high-quality candidates for our clients and access to the best jobs. We always put the interests of our clients and candidates first and run on a non-commission model that promotes a working culture where teamwork is incentivised. We strive to find the best fit for both employer and job seeker and don't push people into unsuitable roles.