



Understanding People

Senior HRBP / シニアHRビジネスパートナー

週3日リモート | 年収800万円

Job Information

Recruiter

Specialized Group

Job ID

1616203

Industry

Retail

Job Type

Permanent Full-time

Location

Kanagawa Prefecture

Salary

Negotiable, based on experience

Refreshed

October 6th, 2026 13:05

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 — | Employee Relations - 3 days remote - Yokohama - 8M JPY

Overview

Our client is seeking an experienced HR Business Partner to support their mission-driven company focused on environmental sustainability. This role offers the opportunity to lead HR strategies that enhance employee experience and foster talent development within a purpose-driven organization. Benefits include a hybrid work setup with three days remote per week and a collaborative work environment in Tokyo.

Key Responsibilities:

- Partner with leaders to design and execute HR strategies
- Develop organizational structures and succession plans
- Provide coaching to managers on performance management
- Lead resolution of workplace conflicts and employee relations issues
- Analyze HR data to inform decisions and provide recommendations
- Support fixed-term contract renewals with fair performance assessments
- Facilitate communication between employees and leadership
- Coordinate support for employees on mental health and disability cases
- Collaborate with business units to foster company culture
- Design and implement talent development programs
- Advise on labor law compliance and fair labor practices
- Train managers on equity, feedback, and conflict resolution skills
- Manage HR processes to enhance employee engagement and retention

Requirements:

- 5+ years experience as HR generalist
- 3+ years experience as HR business partner
- Native-level Japanese proficiency
- Business-level English proficiency
- Strong knowledge of labor relations and employment law
- Experience in compensation management
- Ability to analyze HR data for decision-making
- Experience coaching managers on performance management
- Skilled in conflict resolution and employee relations
- Experience in organizational design and succession planning
- Proficiency with HRIS and data analytics tools (preferred)
- Experience facilitating cross-cultural communication
- Ability to develop and implement HR strategies aligned with business goals
- Experience in employee engagement survey design and analysis (preferred)
- Strong presentation and facilitation skills
- Familiarity with mental health and disability accommodations

Benefits:

- Three days per week remote work

Company Description