



【外資系金融】APAC HRビジネスパートナー

基本給1,700〜2,000万円（経験・スキル応相談）＋賞与。ハイブリッド勤務

Job Information

Recruiter

Morgan McKinley

Job ID

1616418

Industry

Bank, Trust Bank

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

October 8th, 2026 02:24

General Requirements

Minimum Experience Level

Over 10 years

Career Level

Mid Career

Minimum English Level

Fluent

Minimum Japanese Level

Fluent

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

外資系金融サービス企業にて、APACのHRBP（人事ビジネスパートナー）を募集しています。

日本を含むAPAC各国のシニアステークホルダーと連携し、タレント・組織戦略、パフォーマンスマネジメント、Employee Relations、労務・コンプライアンスなど、幅広いHR領域を担当します。

ハイブリッドワークOK・コアタイムなしのフレックス制度など、柔軟な働き方が可能です。

金融業界での経験は必須ではなく、HRBPとしての経験を活かして、金融業界×APACという新たな環境にキャリアを広げられるポジションです。

主な職務内容

- APAC各国のシニアステークホルダーと連携し、タレント・人材戦略に関するHRアドバイスを提供すること

- ・従業員ライフサイクルの管理（HRオペレーションや各HRチームと連携）
- ・パフォーマンスマネジメントやタレントレビュー、キャリア開発施策の推進
- ・複雑なEmployee Relations案件に関する助言、対応
- ・APAC各国における労務・コンプライアンス対応
- ・組織・人員計画およびその他のHR施策のサポート
- ・全社的なHRイニシアチブへの参画
- ・各市場・文化の違いを踏まえ、シニアリーダーや従業員との信頼関係を構築すること

Join a global financial services and advisory organisation as an **APAC HR Business Partner**, partnering with senior stakeholders across the Asia-Pacific region to shape and deliver talent and people strategy.

Based in Tokyo, this is a senior strategic HRBP position with broad regional exposure. You will act as a trusted advisor to business leaders, providing strategic HR guidance throughout the employee lifecycle while working closely with HR Operations and specialist HR teams.

The role covers key areas including **talent management, performance management, employee development, Employee Relations (ER), workforce planning, labour compliance, and organisational initiatives**. You will work across different APAC markets and cultures, balancing regional business priorities with local people requirements.

For an experienced HR Business Partner looking to expand their regional influence, this is an opportunity to combine **strategic HR partnering, talent strategy, and senior stakeholder management** within a highly international financial services environment.

Key Responsibilities

- ・ Partner with **senior stakeholders across APAC** to develop and execute talent, people, and organisational strategies aligned with business priorities.
- ・ Act as a trusted HR advisor to senior business leaders, providing strategic and commercially focused guidance on people-related matters.
- ・ Provide strategic HR advice throughout the employee lifecycle, partnering closely with HR Operations and specialist HR teams.
- ・ Lead and support **performance management** processes, helping managers strengthen individual and organisational performance.
- ・ Drive talent reviews, succession-related discussions, employee development, and broader talent management initiatives.
- ・ Advise senior leaders and managers on complex **Employee Relations (ER)** matters, ensuring appropriate and consistent outcomes.
- ・ Support appropriate labour law and employment compliance practices across relevant APAC markets.
- ・ Partner with stakeholders on organisational and workforce planning to ensure people capabilities align with evolving business requirements.
- ・ Support broader regional HR initiatives and organisational programmes across APAC.
- ・ Build trusted relationships with senior leaders and employees across different markets, functions, and cultures.
- ・ Collaborate with HR Operations and specialist HR functions to ensure effective delivery of regional and local HR priorities.
- ・ Use strong business and commercial judgement to translate organisational priorities into practical HR solutions.

Required Skills

必須条件 経験・資格：

- ・ HRBP（人事ビジネスパートナー）、または同等の職種における実務経験
- ・ Employee Relations、パフォーマンスマネジメント、労務・コンプライアンスに関する実務知識
- ・ 複数のステークホルダーと連携し、HR施策を推進した経験
- ・ 国際的な企業やマトリックス組織での経験
- ・ 大卒以上

ソフトスキル：

- ・ シニアビジネスリーダーに対して自信を持って意見を述べ、意思決定に影響を与えられる助言力
- ・ 関係者を巻き込み、HR課題を前に進められるステークホルダーマネジメント能力
- ・ 経営・戦略的な視点からHR課題を捉えられるビジネス感覚
- ・ さまざまな国・文化の環境に柔軟に対応できる適応力

語学力：

- ・ 日本語：上級ビジネスレベル以上
- ・ 英語：上級ビジネスレベル

歓迎条件

- ・ 金融業界でのHRBP経験
- ・ HRとしてAPACなど複数の国・地域を担当した経験

この求人がおすすめの理由

- ・ APACを担当する、リージョナルHRBP職
- ・ 金融業界での経験は必須ではなく、幅広いバックグラウンドから応募可能
- ・ シニアビジネスリーダーと直接連携し、タレント・組織戦略からEmployee Relationsまで、総合的にビジネスを支えられる
- ・ ハイブリッド勤務・コアタイムなしのフレックス制度など、柔軟な働き方が可能
- ・ 基本給1,700〜2,000万円（経験・スキルにより応相談）+ ボーナス

Required Skills and Qualifications Experience:

- Solid professional experience as an **HR Business Partner (HRBP)**, ideally within financial services or a multinational organisation.
- Significant experience partnering with senior business stakeholders on strategic HR and people matters.
- Strong practical knowledge of **Employee Relations, performance management, and labour compliance**.
- Experience advising on employee lifecycle matters in partnership with HR Operations and specialist HR teams.
- Experience supporting talent management, employee development, or talent review initiatives.
- Experience operating within a regional, international, or multicultural business environment.
- Understanding of organisational and workforce planning and its connection to wider business strategy.
- More than 10 years of relevant professional experience.
- Bachelor's degree.

Soft Skills:

- Excellent stakeholder management skills with the confidence and credibility to **influence senior business leaders**.
- Strong business acumen with a strategic and commercial mindset.
- Ability to act as a trusted advisor while balancing employee, organisational, and business priorities.
- Strong judgement when handling sensitive or complex Employee Relations matters.
- Excellent relationship-building skills across different markets, functions, seniority levels, and cultures.
- Comfortable operating in a regional and multicultural environment.
- Collaborative approach when working with HR Operations, specialist HR teams, and business stakeholders.
- Ability to translate business priorities into practical and effective people strategies.

Language Requirements:

- **Japanese:** Fluent / strong business level
- **English:** Fluent / strong business level

Preferred Skills & Qualifications

- HR Business Partner experience within **financial services, investment banking, securities, or a related professional services environment**.
- Experience supporting multiple APAC markets in a regional HR capacity.
- Experience working within a complex multinational or matrix organisation.
- Broad exposure across talent management, performance management, Employee Relations, workforce planning, and organisational initiatives.
- Experience advising senior leadership teams on strategic people and organisational matters.

Why You'll Love Working Here

- Gain broad **APAC regional exposure** while partnering with senior stakeholders across different markets and cultures.
- Take on a genuinely strategic HRBP role covering talent, people strategy, performance, Employee Relations, and workforce planning.
- Work directly with senior business leaders as a trusted HR advisor.
- Build your career within a highly international **financial services and advisory environment**.
- Collaborate with HR Operations and specialist HR teams while retaining broad ownership of business-facing HR priorities.
- Enjoy an excellent work-life balance with **fully flexible working hours**.
- Benefit from a **hybrid working arrangement and remote/WFH options**.
- Receive a competitive annual compensation package of **¥17M-¥20M**.

Company Description

Morgan McKinleyは国際的な人材コンサルティング会社として、さまざまな業界・分野をリードする採用企業様と、スペシャリストとしてのスキルを有する人材とを結びつけるお手伝いをしています。1988年の創立以来、Morgan McKinleyの名は、「卓越した質のサービス」「市場知識の豊富さ」「No.1企業であり続けようとする強い意志」、そして何よりも「実績」を体現する会社として知られています。

リクルーティング スペシャリストである弊社コンサルタントまでお気軽にお問い合わせください。