【外資系半導体メーカー】グローバルHRBP（人事ビジネスパートナー）

複数の国・地域をカバー。基本給1,000万円台の高報酬ポジションです。

Job Information

Recruiter
Morgan McKinley

Job ID
1617074

Industry
Bank, Trust Bank

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
Negotiable, based on experience

Refreshed
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General Requirements

Minimum Experience Level
Over 6 years

Career Level
Mid Career

Minimum English Level
Business Level

Minimum Japanese Level
Native

Minimum Education Level
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

世界的な半導体メーカーで、複数の国・地域のリーダーと連携するグローバルHRBPとして活躍しませんか。

シニアエグゼクティブやバイスプレジデントと直接連携し、グローバルな事業ニーズと人事戦略をつなぎながら、人材・組織に関わる重要なテーマをリードします。

人材開発や組織開発だけでなく、後継者育成や変革施策にも携わり、グローバルな環境でHRBPとして専門性とキャリアの幅を広げられるポジションです。

基本給1,000万円台の高報酬ポジション（詳細はお問い合わせください）。

主な職務内容

- グローバルのシニアエグゼクティブおよびVice Presidentと連携し、人事施策や組織課題に対応

- グローバルの事業ニーズを理解し、日本の人事戦略との整合を図る
- グローバルの関係者と連携し、各地域の事業ニーズを踏まえた人事施策を推進
- 人材開発および組織開発を推進し、組織の継続的な成長を支援
- 人材育成の仕組みを構築し、従業員の成長を支援
- 将来のリーダー人材を見据えた後継者育成の仕組みを構築
- 組織や従業員に関わる変革施策をリードし、グローバルでの従業員エンゲージメントを維持・向上

Join a global leader in **semiconductor manufacturing** as a Global HR Business Partner (HRBP), partnering with senior executives and vice presidents across multiple international markets.

Based in Tokyo, you will act as a strategic bridge between global business priorities and local people strategies, ensuring that HR initiatives support both organisational objectives and workforce needs. You will work closely with senior leadership on **talent management, organisational development, succession planning and change management** , helping build a strong and sustainable global organisation.

This is a senior, internationally focused HR opportunity for an experienced **HR Business Partner** who combines strategic thinking, data-driven decision-making and executive-level stakeholder management.

Key Responsibilities

- Partner with **senior executives and vice presidents** across global markets to align people strategies with business priorities.
- Act as a strategic bridge between global business requirements and local HR and workforce initiatives.
- Lead and support **talent management and organisational development** initiatives across multiple geographies.
- Build robust talent development frameworks that strengthen employee capabilities and support long-term organisational growth.
- Develop and enhance **succession planning frameworks** to strengthen leadership pipelines and business continuity.
- Lead change management initiatives that support organisational transformation while maintaining employee engagement.
- Use HR data and analytics to identify workforce trends, provide insights and translate findings into practical people strategies.
- Influence senior stakeholders and provide strategic HR guidance on organisational and talent priorities.
- Collaborate across a global, matrixed organisation to ensure alignment and effective execution of HR initiatives.

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経験5〜10年程度
- データを分析・解釈し、人事戦略につなげた経験、またはデータ活用能力
- グローバルかつマトリクス型の組織での業務経験
- シニアステークホルダー（特にエグゼクティブ・経営層）とのコミュニケーション経験
- 大卒以上、または同等の資格・経験

ソフトスキル：
- 自律的に課題を捉え、オーナーシップを持って人事施策を推進する力
- シニアリーダーに影響を与え、部門・地域を越えて信頼関係を構築する力
- データに基づくインサイトや戦略を明確に伝え、関係者の理解と合意を得る力

語学力：
- **日本語：**ネイティブレベル
- **英語：**ビジネスレベル

歓迎条件
- グローバルまたはリージョナルHRBPの経験
- 半導体業界、または製造業での経験
- グローバルな人材育成、リーダーシップ開発、後継者育成に関する知識

採用企業について
外資系半導体メーカー。

この求人がおすすめの理由
- 複数の国・地域のリーダーと連携するグローバルHRBPとして活躍
- シニアエグゼクティブやバイスプレジデントと直接連携し、人材・組織戦略を推進
- 人材開発、組織開発、後継者育成、チェンジマネジメントの専門性を磨ける
- フレンドリーかつプロフェッショナルな企業風土
- 基本給1,000万円台の高報酬ポジション（詳細はお問い合わせください）

Required Skills and Qualifications**Experience:**
- **5-10 years of HR Business Partner (HRBP) experience** , ideally with global or regional responsibilities.
- Experience partnering with **senior executives, vice presidents or C-suite stakeholders** on strategic HR and people initiatives.
- Proven experience in talent management, organisational development or succession planning.
- Experience supporting or leading organisational change and change management initiatives.
- Strong data and analytical capabilities, with experience interpreting HR analytics and translating insights into actionable strategies.
- Experience working within a **global, matrixed organisation**.

Soft Skills:

- Strong executive-level communication and stakeholder management skills.
- Ability to influence senior leaders and build trusted relationships across functions and geographies.
- Self-starter with the ability to work autonomously, take ownership and drive initiatives forward.
- Clear, concise and confident communication style.
- Strategic mindset with the ability to connect business priorities with practical people strategies.
- Strong collaboration skills for working effectively across international and matrixed teams.

Language Requirements:

- **Japanese:** Native level.
- **English:** Business level.

Preferred Skills & Qualifications

- Experience within the **semiconductor or manufacturing industry**.
- Experience supporting HR strategies across multiple countries, regions or diverse employee populations.
- Strong understanding of global talent development and leadership succession practices.
- Experience supporting large-scale organisational transformation within an international business.
- Exposure to complex, technology-driven manufacturing organisations.

About the Company
Our client is a **global leader in semiconductor manufacturing and sales**, operating within one of the world's most strategically important technology industries.

The organisation offers an international working environment where HR plays an important role in connecting business strategy with talent, leadership and organisational development.

This position provides the opportunity to work across multiple geographies and demographics while partnering directly with senior leaders on strategic people priorities within a global semiconductor business.

Why You'll Love Working Here

- Take on a **global HRBP role** with exposure to leaders across multiple countries and regions.
- Partner directly with senior executives and vice presidents on strategic people and organisational priorities.
- Build deeper expertise across **talent development, succession planning and change management**.
- Develop your career within a global leader in **semiconductor manufacturing**.
- Work in a flexible environment with a friendly and professional international team.
- Gain broad exposure to a complex global and matrixed organisation.
- Receive a **competitive compensation package**.
- Make a meaningful contribution to global talent and organisational strategies in a rapidly evolving technology industry.

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。