



【外資系医療機器メーカー】ジュニアHRBP | グローバル環境で人事キャリアを築く

人事経験を活かし、グローバル企業でHRBPとしてのキャリアを築きませんか？

Job Information

Recruiter

Morgan McKinley

Job ID

1618340

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 Level

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

グローバルに事業を展開する外資系医療機器メーカーにて、ジュニアHRBP（人事ビジネスパートナー）を募集しています。

従業員のエンゲージメント向上や人材育成、組織変革に関する施策を支援し、従業員が意欲的に働ける環境づくりに携わるポジションです。

また、従業員対応・労務問題の解決、採用支援、新入社員のオンボーディング、人事データ管理など、幅広い人事業務を担当します。

5年以上の人事経験を活かし、グローバルな医療機器メーカーで人事の専門性を発揮できる環境です。

主な職務内容

- ・従業員のモチベーションとエンゲージメントを高める人事施策の企画・実行支援
- ・職場での調査、コンフリクトの解決など、Employee Relations (ER / 従業員対応) 業務
- ・管理職・従業員向けの人材育成施策の企画・実施
- ・従業員エンゲージメント向上に向けた施策の立案・実行
- ・組織変革に関する取り組みの推進・支援
- ・採用チームと連携した候補者の面接・選考支援
- ・新入社員向けオンボーディングの実施
- ・従業員情報の管理および人事データの更新・管理

A global leader in the **medical devices industry** is seeking a **Junior HR Business Partner (HRBP)** to support its human resources operations and people strategy in Tokyo.

In this role, you will collaborate with business leaders, managers, and employees to implement effective **HR strategies, employee engagement initiatives, talent development programs, and organizational change management** activities.

You will also support employee relations, recruitment, onboarding, and HR data management while helping build a positive, productive, and inclusive workplace.

This is an opportunity for an experienced HR professional to develop their career in **HR Business Partnering, Employee Relations, Talent Management, and Organizational Development** within a global medical technology company.

Key Responsibilities

- ・ Support the development and implementation of **HR strategies and people initiatives** that improve employee motivation, engagement, and organizational performance.
- ・ Manage **employee relations (ER)** matters, including workplace investigations, conflict resolution, and employee concerns.
- ・ Provide practical HR advice and solutions to managers and employees.
- ・ Prepare and facilitate **talent development and learning programs** for managers and employees.
- ・ Proactively design and deliver employee engagement initiatives to strengthen workplace culture.
- ・ Support **organizational transformation and change management** activities.
- ・ Partner with recruitment teams to support candidate interviews, assessments, and selection processes.
- ・ Coordinate and deliver onboarding programs for new employees.
- ・ Maintain accurate employee records and support **HR data management**.
- ・ Collaborate with business leaders to identify workforce challenges and implement effective people solutions.
- ・ Support HR processes and initiatives in alignment with Japanese labor laws and internal company policies.

Required Skills

必須条件

経験・資格：

- ・ 人事経験 5年以上
- ・ Employee Relations (ER) に関する経験、およびコンフリクト解決能力
- ・ 以下のいずれかを含む、複数の人事領域での経験：採用、報酬・福利厚生 (C&B)、給与計算、研修・人材開発 (L&D)、組織開発
- ・ ビジネスリーダーに働きかけ、変革を促進できる能力
- ・ 日本の労働法に関する知識
- ・ 大卒以上

ソフトスキル：

- ・ 優れたコミュニケーション能力、関係構築力
- ・ 機密性の高い従業員情報や労務問題を適切に取り扱える能力
- ・ 人事部門および事業部門と協働できるチームワーク

語学力：

- ・ 日本語：ネイティブ
- ・ 英語：ビジネスレベル

歓迎条件

- ・ HRBP (人事ビジネスパートナー)、人事ジェネラリスト、Employee Relations Specialistとしての経験
- ・ 外資系企業・グローバル企業での人事経験
- ・ 医療機器、ヘルスケア、ライフサイエンス、製薬業界での経験

採用企業について

外資系医療機器メーカー。

心血管領域の医療機器の開発・製造・販売をグローバルに手掛けています。

治療や患者の健康改善を支える医療テクノロジーを提供し、社会の健康・医療の発展に貢献している企業です。

この求人がおすすめの理由

- HRBPとして人事のキャリアを広げられる
- 人々の健康を支える、社会貢献性の高い事業に携われる
- ワークライフバランスを重視した働き方ができる
- みなし残業なし。残業代は実際の勤務時間に応じて支給
- グローバルチームの一員として働ける

Required Skills and Qualifications **Experience:**

- **5+ years of professional HR experience**, preferably across multiple human resources functions.
- Practical experience in **Employee Relations (ER)**, including workplace investigations and conflict resolution.
- Experience advising or influencing business leaders on HR matters and organizational change.
- Experience across HR functions such as **Talent Acquisition, Compensation & Benefits (C&B), Payroll, Learning & Development (L&D), or Organizational Development (OD)**.
- Working knowledge of **Japanese labor laws and employment regulations**.
- Bachelor's degree.

Soft Skills:

- Strong communication and interpersonal skills.
- Excellent relationship-building skills with employees, managers, and senior stakeholders.
- Ability to influence business leaders and support organizational change.
- Strong conflict resolution and problem-solving capabilities.
- Proactive approach to employee engagement and people development.
- Ability to handle sensitive employee matters professionally and confidentially.
- Collaborative mindset with the ability to work effectively across HR and business teams.

Language Requirements:

- Japanese: Native
- English: Intermediate-Business

Preferred Skills & Qualifications

- Previous experience as an **HR Business Partner, HR Generalist, or Employee Relations Specialist**.
- Experience working in a multinational or global organization.
- Experience in the **medical devices, healthcare, life sciences, or pharmaceutical industry**.
- Experience supporting organizational transformation or change management initiatives.
- Experience designing or delivering employee engagement and talent development programs.
- Exposure to multiple HR functions, including recruitment, compensation and benefits, payroll, and learning and development.
- Experience collaborating with international HR teams and business stakeholders.

About the Company

A global leader in the **development, manufacturing, and commercialization of cardiovascular medical devices**.

The company provides medical technologies that support cardiovascular care and contribute to improving patient health. Operating within the global healthcare and medical technology sector, the organization offers an international working environment where HR professionals can support employees and business teams contributing to important healthcare outcomes.

Why You'll Love Working Here

- Work for a **global medical devices company** whose products contribute to cardiovascular healthcare and societal well-being.
- Build your career in **HR Business Partnering, Employee Relations, Talent Development, and HR Strategy**.
- Gain exposure to a broad range of HR functions and organizational initiatives.
- Collaborate with managers, employees, and international HR teams.
- Contribute directly to employee engagement, organizational development, and workplace culture.
- Enjoy a **good work-life balance**.
- Receive **overtime pay for actual overtime worked**, with no fixed or deemed overtime arrangement (みなし残業なし).
- Develop your HR expertise within a global team and an international business environment.

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。