



【外資系医療機器メーカー】HRBP（人事ビジネスパートナー） |

従業員目線で課題を理解し、Employee Experienceの向上を推進

Job Information

Recruiter

Morgan McKinley

Job ID

1618466

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

高齢者向け医療機器を製造する外資系企業にて、HRBP（人事ビジネスパートナー）を募集しています。

事業部門のリーダーと連携し、人事戦略、組織開発、人材育成、従業員エンゲージメントなど幅広い領域に携わります。グローバルな環境で経験を積みながら、HRBPとしての専門性をさらに高められるポジションです。

協力的で、相互にサポートし合う組織風土に加え、ワークライフバランスを重視した働き方も魅力です。

主な職務内容

- ・ 事業部門のリーダーと連携した、事業目標に沿った人事戦略の実行
- ・ 従業員対応、パフォーマンスマネジメント、要員計画、後継者育成、組織設計などの推進
- ・ 人材・組織に関する課題の早期発見と、解決に向けた人事施策の提案
- ・ 採用・選考・オンボーディングなど、人事関連業務の支援

- ・チェンジマネジメントや従業員エンゲージメント向上施策の推進
- ・人事データの分析を通じた課題の把握と、人事プロセスの改善
- ・グローバルな組織環境における人事施策の推進と関係者との連携

A leading global **medical device manufacturer** specializing in healthcare solutions for elderly patients is seeking an experienced **Human Resources Business Partner (HRBP)** to join its Tokyo team.

In this strategic HR role, you will partner with business leaders, managers, and employees to develop and implement **HR strategies aligned with organizational goals**. You will drive initiatives across **employee relations, talent management, succession planning, workforce planning, performance management, and organizational development**.

Working within a global matrix organization, you will serve as a trusted HR advisor, proactively identifying people-related challenges and delivering practical solutions that improve employee engagement, organizational effectiveness, and business performance.

This is an opportunity to advance your career in **HR Business Partnering, HR Strategy, Change Management, and Talent Development** while contributing to a global healthcare company dedicated to improving the quality of life for elderly patients.

Key Responsibilities:

- ・ Partner with business leaders to develop and implement **HR strategies** aligned with business objectives and organizational priorities.
- ・ Serve as a trusted **HR Business Partner** to managers and employees, providing strategic and operational HR guidance.
- ・ Manage **employee relations**, addressing workplace concerns and supporting positive employee experiences.
- ・ Lead **performance management** initiatives to strengthen employee effectiveness and organizational performance.
- ・ Support **workforce planning and succession planning** to ensure long-term talent and business continuity.
- ・ Contribute to **organizational design and organizational development** initiatives.
- ・ Proactively identify people-related challenges and recommend effective HR solutions.
- ・ Collaborate with recruitment teams on **talent acquisition, candidate selection, and employee onboarding**.
- ・ Lead **change management and employee engagement initiatives** to improve workplace culture and employee experience.
- ・ Analyze **HR data and workforce metrics** to identify trends and improve HR processes.
- ・ Utilize **HRIS (Human Resources Information Systems)** to support data-driven HR decision-making.
- ・ Collaborate with regional and global HR stakeholders to implement consistent people strategies across the organization.

Required Skills

必須条件 経験・資格：

- ・ 人事領域での実務経験 5～8年程度
- ・ グローバルなマトリックス組織におけるHRBP経験（※外資系・日系グローバル企業いずれでも可）
- ・ 組織変革や従業員エンゲージメント施策を主導した経験
- ・ HRIS（人事情報システム）の使用経験
- ・ 後継者育成、タレント開発、組織開発、従業員対応、パフォーマンスマネジメントに関する知識
- ・ 大学卒以上

ソフトスキル：

- ・ 優れたコミュニケーション能力
- ・ 従業員の立場に立って課題を理解し、従業員体験（Employee Experience）の向上に取り組む姿勢
- ・ 人事データや分析結果を実践的な施策につなげられる論理的思考力

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

- ・ 人事制度・人事施策の導入や改善経験
- ・ タレントマネジメントや人材育成プログラムの企画・運用経験
- ・ HRISを活用した人事データ分析や、人事業務プロセスの改善経験

採用企業について

外資系医療機器。

高齢者向け医療機器・ヘルスケアテクノロジーの開発・製造を手がけるグローバル企業です。

高齢者の健康維持や生活の質（QOL）の向上を支える医療機器・ケアソリューションを通じて、世界各国の高齢化社会が抱える医療・介護ニーズに対応しています。

従業員を大切にす企業文化も魅力。

この求人がおすすめの理由

- 高齢者の健康と生活を支える、社会貢献性の高い事業
- 従業員体験の向上や、より良い職場文化の構築に貢献できる
- 人事戦略・組織開発・人材育成を通じ、HRBPとしての専門性を高められる
- 協力的で、相互にサポートし合う組織風土
- ワークライフバランスを大切にできる働き方

Required Skills and Qualifications

- Experience:**
- **5-8 years of relevant HR experience**, including HR Business Partnering or related strategic HR functions.
 - Experience working as an **HR Business Partner within a global matrix organization**.
 - Proven experience leading **organizational change and employee engagement initiatives**.
 - Practical experience using **HRIS systems** and HR data to support HR operations and decision-making.
 - Working knowledge of **succession planning, talent development, organizational development, employee relations, and performance management**.
 - Experience advising business leaders and managers on people-related challenges and HR solutions.
 - Bachelor's degree.

Soft Skills:

- Strong communication and interpersonal skills.
- Ability to build trusted relationships with business leaders, managers, and employees.
- Empathetic and supportive approach, with a genuine interest in improving the **employee experience**.
- Strong problem-solving skills and the ability to proactively identify organizational challenges.
- Ability to influence stakeholders and support organizational change.
- Collaborative mindset suited to working within a global matrix organization.
- Strong analytical thinking and the ability to translate HR insights into practical business solutions.

Language Requirements:

- Japanese: Native
- English: Intermediate-Business

Preferred Skills & Qualifications

- Previous experience as an **HR Business Partner, HR Manager, or Strategic HR Advisor** in a multinational organization.
- Experience in the **medical devices, healthcare, life sciences, or pharmaceutical industry**.
- Exposure to global or regional HR transformation initiatives.
- Experience supporting **talent management, leadership development, or succession planning programs**.
- Knowledge of **organizational design, workforce planning, and change management methodologies**.
- Experience using HR analytics to improve employee engagement and HR processes.
- Familiarity with multiple HR functions, including recruitment, learning and development, employee relations, and performance management.
- Experience collaborating with international HR teams and senior business stakeholders.

About the Company

A leading global **medical device manufacturer** specializing in healthcare technologies designed to support elderly patients and improve their quality of life.

The company develops and manufactures medical care devices that contribute to better healthcare outcomes and support the needs of aging populations worldwide.

With an established international presence, the organization combines medical technology innovation with a strong commitment to employee well-being, teamwork, and social responsibility.

Why You'll Love Working Here

- Join a **global medical device company** making a meaningful contribution to elderly healthcare and patient well-being.
- Work alongside a **supportive, caring, and collaborative team**.
- Enjoy a **good work-life balance**.
- Play a strategic role in shaping **HR strategy, employee engagement, and organizational development**.
- Partner directly with business leaders to influence people-related decisions and organizational performance.
- Gain exposure to a broad range of HR functions, including **talent management, workforce planning, succession planning, and change management**.
- Collaborate with global HR colleagues in an international business environment.
- Use your HR expertise to improve the employee experience and create a positive workplace culture.
- Make a meaningful social impact by supporting a company developing healthcare technologies for elderly patients.

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。