

HRBP

Job Information

Recruiter
JAC International Co., Ltd.

Hiring Company
Global Telecom Company

Job ID
1621455

Industry
Other

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
Negotiable, based on experience

Refreshed
November 5th, 2026 17:17

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

This HR team works closely with HR professionals across multiple regions, including the United States, India, and Europe. The team is responsible for fostering a shared global culture while developing HR strategies that align with the business needs and working environments of each region in partnership with local teams.

This role provides the opportunity to participate in global projects and organisational transformation initiatives within an international environment, working closely with stakeholders across different regions.

Position Overview

This company is seeking an individual with the potential to grow into a player-manager role within HR. The successful candidate will join as an HRBP Specialist.

Management Responsibilities
- Managing, developing, and evaluating team members
- Setting team goals

- Monitoring progress and addressing issues
- Reporting to senior management
- Coordinating and negotiating with relevant stakeholders and departments

HRBP Responsibilities
- Planning and supporting the implementation of HR policies aligned with business strategy
- Supporting talent development and career growth initiatives
- Creating an environment that supports career development and talent growth
- Driving HR projects and initiatives aligned with strategic business objectives
- Supporting diversity and inclusion programmes
- Managing compensation and performance evaluation processes
- Providing recommendations and feedback to business teams based on HR data and engagement survey results

Additional Responsibilities
- Developing a strong understanding of the business and supporting stakeholders in a fast-changing environment
- Building effective relationships with business partners and supporting decision-making
- Using data to identify organisational challenges and provide recommendations to improve employee engagement and organisational effectiveness
- Demonstrating strong interpersonal skills when working with employees and management
- Supporting diversity and inclusion initiatives and a high-performance culture
- Partnering with business leaders to implement HR strategies
- Collaborating with Learning & Development, Internal Communications, Compensation & Benefits, and HR Operations teams
- Supporting talent management, employee relations, compensation, recruitment, training, and labour-related matters
- Applying knowledge of local labour laws when supporting employees and managers

Employee Benefits:
-Comprehensive health, wellness, and insurance coverage
-Flexible leave and family-friendly benefits
-Competitive rewards, career development, and workplace perks
-Paid Time Off
-Additional Leave: Sick leave (5 days per year)

Required Skills

Requirements
- HR expertise gained through practical experience within a Human Resources function
- More than 10 years of HR experience
- Business-level Japanese
- Business-level English

Company Description

新たに日本マーケットに参入される外資系企業や、日本でさらなるビジネス拡大をお考えの外資系企業のお客様に、私たちは最適な採用サポートを提供いたします。1975年に英国初の日系人材紹介会社としてロンドンで創業し、その後シンガポール、日本、マレーシア、インドネシア、タイ、中国の7カ国 (また2011 年には香港・韓国にも拠点を新設予定) でグローバル人材紹介会社として事業を拡大してきたジェイ エイ シーは、そのバックグラウンドから、海外文化への深い理解を持ち合わせています。グローバルに事業を展開する日系人材紹介会社のリーディングカンパニーとして、私たちは他に類のない人材ネットワークから、日本人の優秀なバイリンガル人 材や外国人のプロフェッショナル人材をご提供することが可能です。幅広い業種、職種においてのエキスパートである当社のネイティブあるいはバイリンガルコ ンサルタントが皆様のパートナーとなり、適材適所で人材のご紹介をいたします。ジェイ エイ シーが築いてきた特有の歴史、文化、そしてグローバルマーケットでの強みを揺ぎない核として、日本マーケットで躍動する外資系企業のお客様のニーズにさら に的確にお答えするために、ジェイ エイ シー インターナショナルは誕生しました。私たちはアジアやヨーロッパのJAC Recruitment Group海外各社と緊密に連携を取り、お客様の真のニーズを把握した上で、最適なキャンディデイトをご紹介いたします。

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We provide specialized proactive recruitment support tomultinational clients who are setting up new operations or areexpanding existing business and seeking further growth in theJapanese market.As the first Japanese recruitment company to set up operations in theUK in 1975, understanding foreign cultures is second nature to us.With our extensive global network and historically leading position asrecruitment consultancy to Japanese corporations, we have access toan unrivaled pool of bilingual Japanese and foreign professionals.Our professional consultants are experts in a range of Industries andfunctions and all have extensive multicultural experience.Based on JAC’s unique history, culture and market strength, JACInternational was founded to provide dedicated support to ourmultinational corporate clients in Japan.

JAC International Co., Ltd. is a wholly owned subsidiary of JAC Recruitment. Co., Ltd.