【大手日系IT】HRBPマネージャー｜戦略人事

日系グローバル企業の本社勤務、部下あり

Job Information

Recruiter
Morgan McKinley

Job ID
1621655

Industry
Bank, Trust Bank

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
Negotiable, based on experience

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General Requirements

Minimum Experience Level
Over 10 years

Career Level
Mid Career

Minimum English Level
Fluent Level

Minimum Japanese Level
Fluent Level

Minimum Education Level
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

次世代の通信テクノロジーを手がける**日系グローバル企業の本社**にて、経営戦略に基づく人事施策や組織変革を推進する**HRBPマネージャー**を募集します。

人事チームのマネジメントを担いながら、事業成長に直結する人事戦略をリードできるポジションです。

国内の経営陣・事業責任者に加え、米国・欧州・アジアなど海外拠点の人事チームとも連携し、従業員エンゲージメントの向上、キャリア開発、評価・報酬制度の運用、労務課題への対応など、幅広い人事領域を担当します。

豊富な人事経験を活かし、グローバルな環境で経営に近い立場から組織づくりをリードしたい方におすすめです。

主な職務内容

- **人事チームのマネジメント** 人事チームの管理・育成・評価を行い、組織全体のパフォーマンス向上を推進

- **チーム目標・業務管理** チーム目標の設定、進捗管理および部門横断的な業務課題の解決
- **経営層・事業部門との連携** 経営層へのレポーティング、事業責任者との戦略的な協議・交渉および部門間の調整
- **人事戦略の立案・実行** 全社の事業戦略に基づく人事施策の企画・推進
- **人材開発・後継者育成** キャリアパスの構築、人材育成プログラムの推進および後継者計画の策定
- **人事データ分析・組織改善** 人事指標や従業員エンゲージメント調査の分析を通じた課題抽出と改善施策の提案
- **DEIB施策の推進** 多様性・公平性・包括性・帰属意識（DEIB）を重視した組織文化の醸成
- **人事評価・報酬制度の運用** 人事評価、パフォーマンスレビューおよび報酬改定に関する一連のプロセス管理
- **グローバル人事施策の展開** グローバル人事プロジェクトの企画から導入・実行までのリード
- **人事領域全般の専門的サポート** 労務・従業員対応、報酬制度、人材採用に関する実務支援および国内法令への適合性確保

Are you an experienced HR Business Partner (HRBP) Manager looking to lead strategic HR initiatives and organisational transformation within a global technology company?

Join an innovative, Japan-headquartered telecommunications and cloud-native technology company as an HRBP Manager in Tokyo, where you will partner with senior executives, lead HR teams, and drive people strategies across international operations in Asia, Europe, and the Americas.

This is a strategic leadership opportunity combining HR business partnering, talent management, organisational development, succession planning, employee engagement, and global HR transformation.

You will work closely with business leaders to translate commercial priorities into effective people strategies while overseeing performance management, compensation processes, employee relations, and HR operations.

The ideal candidate brings 10+ years of progressive HR experience, strong business acumen, and the ability to operate confidently in a fast-paced, multicultural technology environment.

Key Responsibilities

- Strategic HR Business Partnering: Partner with executive leaders and business stakeholders to translate organisational goals and commercial strategies into effective HR initiatives.
- HR Team Leadership: Manage, mentor, and evaluate HR team members, supporting professional development, accountability, and high performance.
- HR Planning & Operational Management: Establish team objectives, monitor milestones, prioritise initiatives, and resolve operational challenges across business functions.
- Executive Stakeholder Management: Provide regular updates to senior management, lead key discussions and negotiations, and facilitate alignment across departments.
- Organisational Development & Transformation: Lead HR transformation initiatives that support organisational effectiveness, business growth, and global collaboration.
- Talent Management & Career Development: Develop career frameworks, implement talent development programmes, and establish succession planning processes for critical roles.
- HR Analytics & Employee Engagement: Analyse HR metrics, employee engagement survey results, and workforce trends to identify organisational challenges and recommend actionable improvements.
- Inclusion, Diversity, Equity & Belonging (IDEB): Champion and implement initiatives that promote an inclusive, collaborative, and high-performing workplace culture.
- Performance Management & Compensation: Oversee performance review cycles, employee evaluations, and compensation adjustment processes to ensure consistency and operational effectiveness.
- Global HR Project Management: Plan, coordinate, and execute international HR initiatives from initial concept through implementation across multiple regions.
- Employee Relations & HR Advisory: Provide practical guidance on employee relations, workplace matters, compensation and benefits, and talent acquisition.
- Labour Law & Regulatory Compliance: Ensure HR policies, processes, and employee-related decisions align with applicable Japanese labour laws and employment regulations.
- Cross-Functional Collaboration: Work with regional HR teams, Centres of Excellence (COEs), and business leaders to deliver consistent and effective people solutions.

Required Skills

必須条件 経験・資格：

- 人事領域における実務経験 **10年以上**
- **HRBP**や人事専門組織（**COE**）における経験
- 人事戦略の立案や経営層への助言、組織全体の課題に対応した実績
- 日本の労働法令、雇用関連規制、労務管理、報酬制度、人材採用に関する実務知識
- 人事・関連分野の学位、関連する専門資格、または同等の経験

ソフトスキル：

- 事業部門や経営層の視点を理解できる**ビジネス感覚**
- スピード感のある環境で自ら手を動かし、成果につなげられる**実行力**
- 経営層や管理職との**信頼関係構築力**
- 相手の立場やニーズを理解し、最適な解決策を導き出す姿勢
- 多文化・多拠点の関係者と効果的に協業できるコミュニケーション能力
- 機密性の高い人事情報を適切かつ厳格に管理できる**倫理観**

語学力：

- **日本語：** 上級ビジネスレベル（読み書き会話）
- **英語：** ビジネスレベル（読み書き会話）

歓迎条件
- 以下いずれかのCoE領域における高度な専門知識：リーダーシップ開発、タレントマネジメント、キャリア制度、報酬・福利厚生制度・Total Rewards、採用
- 直属の部下のマネジメント・育成経験
- 部門横断プロジェクトチームのマネジメント経験

採用企業について
大手日系IT。

次世代の通信インフラを支える、グローバル通信テクノロジー企業です。

オープンインターフェースとクラウドネイティブ技術を活用したソフトウェア基盤を提供し、モバイル通信事業者の次世代ネットワーク構築・運用を支援しています。

日本に本社を置き、アジア、欧州、北米・中南米、中東・アフリカ（MEA）など、世界各地で事業を展開しています。

革新的な技術を通じて、通信ネットワークの構築・運用におけるスピードとコスト効率の向上を目指しています。

この求人がおすすめの理由
- **日系グローバル企業の本社ポジション**
- **経営に近い立場**で人事戦略を推進
- **グローバルな人事業務**に携われる
- HRBPから人材開発、報酬制度、採用、組織開発まで、幅広い人事領域に関与できる
- 人事制度や組織文化の改善など、**組織変革**をリードできる
- **ハイブリッド勤務**OK
- **多様なキャリアパス**あり

Required Skills and QualificationsExperience:
- HR Leadership Experience: Minimum 10 years of progressive professional experience in Human Resources, with a strong track record in HR business partnering and/or HR Centres of Excellence (COEs).
- HR Business Partnering: Experience advising business leaders, aligning HR initiatives with commercial objectives, and supporting organisational priorities.
- HR Functional Expertise: Practical knowledge of Japanese labour laws, employment regulations, employee relations, compensation and benefits, and talent acquisition.
- Talent & Organisational Development: Experience supporting talent management, employee development, performance management, or organisational effectiveness initiatives.
- Stakeholder Management: Ability to work effectively with senior business leaders, HR colleagues, and cross-functional stakeholders.
- HR Project Execution: Experience managing complex HR initiatives, coordinating stakeholders, and delivering projects through implementation.
- Education & Professional Qualifications: Bachelor's degree and relevant academic or professional qualifications in Human Resources or a related field.

Soft Skills:
- Business Acumen: Strong understanding of business priorities and the ability to connect commercial objectives with practical HR solutions.
- Hands-On Leadership: Willingness to take ownership of operational challenges and work directly on complex HR matters in a fast-paced environment.
- Strategic Relationship Building: Ability to establish trusted relationships with senior executives and business stakeholders while maintaining a strong service-oriented approach.
- Change Leadership: Confidence to challenge existing practices, influence stakeholders, and support organisational transformation.
- Prioritisation & Execution: Ability to manage multiple complex projects, establish clear priorities, and deliver initiatives reliably.
- Cross-Cultural Communication: Strong interpersonal, verbal, and written communication skills when working with international and geographically distributed teams.
- Problem-Solving & Adaptability: Ability to navigate ambiguity, resolve operational challenges, and respond effectively to changing business requirements.
- Collaboration & Influence: Ability to work across matrix organisations, build consensus, and guide stakeholders towards shared objectives.

Language Requirements:
- Japanese: Fluent to business-level proficiency, both written and spoken, for executive stakeholder management, employee relations, and HR operations in Japan.
- English: Fluent to business-level proficiency, both written and spoken, for collaboration with international leadership and global HR teams.

Preferred Skills & Qualifications
- HR Centre of Excellence Expertise: Deep specialist experience in one or more of the following areas: leadership development, talent management, career architecture, compensation and benefits, total rewards, or talent acquisition.
- People Management Experience: Proven ability to lead, motivate, develop, and evaluate direct reports while

maintaining high performance standards.
- Cross-Functional Leadership: Experience leading international or cross-functional HR project teams and ensuring accountability for deliverables.
- Global HR Transformation: Experience supporting organisational change, global HR initiatives, or people strategy implementation within a multinational organisation.
- Technology Industry Experience: Previous HRBP or HR leadership experience within telecommunications, IT, software, cloud technology, or another fast-growing technology environment.
- Matrix Organisation Experience: Familiarity with complex international reporting structures and collaboration across multiple business functions or regions.
- Professional Integrity & Confidentiality: Demonstrated commitment to ethical HR practices and the responsible handling of sensitive employee information.

About the Company
Our client is an innovative global telecommunications technology company headquartered in Japan, specialising in open-interface and cloud-native software infrastructure.

The organisation is transforming modern connectivity by enabling mobile network operators to deploy and operate next-generation telecommunications networks with greater speed and cost efficiency.

With operations across Asia, Europe, the Americas, and the Middle East and Africa, the company brings together international teams to develop and deliver advanced connectivity solutions for telecommunications providers worldwide.

Operating at the intersection of telecommunications, cloud technology, software infrastructure, and digital transformation, the organisation offers a dynamic environment for HR professionals who want to contribute to global business growth.

The HRBP Manager will play a key role in strengthening organisational capabilities, supporting leadership teams, and developing people strategies that enable continued international expansion and innovation.

Why You'll Love Working Here
- Strategic HR Leadership Opportunity: Partner directly with senior executives and influence people strategies that support business transformation and organisational growth.
- Global Technology Environment: Join an innovative telecommunications technology company developing cloud-native infrastructure and next-generation connectivity solutions.
- International Exposure: Collaborate with business leaders and HR teams across Japan, Asia, Europe, the Americas, and other international markets.
- Hybrid Working Arrangements: Benefit from remote work and work-from-home opportunities within a flexible global working environment.
- Flexible Working Hours: Take advantage of flexitime arrangements that support greater flexibility in managing your working schedule.
- Casual Dress Code: Enjoy a casual clothing policy within a modern technology workplace.
- Multiple Career Development Paths: Explore professional growth opportunities across HR business partnering, talent management, organisational development, and HR leadership.
- Organisational Transformation: Play an active role in shaping HR processes, talent strategies, and organisational capabilities during periods of business change.
- Leadership & Team Development: Manage and mentor HR professionals while strengthening your own people management and strategic leadership skills.
- Broad HR Responsibilities: Gain exposure to talent management, succession planning, employee engagement, performance management, total rewards, and employee relations.
- Business Impact: Help build a high-performing, inclusive organisation that supports the development of innovative global telecommunications solutions.

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。