



## Human Resources Business Partner (HRBP) スポーツが好きな方！

ヨネックスは、グローバルで活躍できる人財の採用を強化しています！

### 募集職種

#### 採用企業名

ヨネックス株式会社

#### 求人ID

1474693

#### 部署名

宣伝部

#### 業種

アパレル・ファッション

#### 会社の種類

大手企業 (300名を超える従業員数)

#### 雇用形態

正社員

#### 勤務地

東京都 23区, 文京区

#### 最寄駅

千代田線、 湯島駅

#### 給与

500万円 ~ 850万円

#### ボーナス

固定給+ボーナス

#### 勤務時間

9:00~17:30 (休憩 60分)

#### 休日・休暇

週休2日 (土日祝日休み)

#### 更新日

2024年05月15日 00:00

### 応募必要条件

#### 職務経験

3年以上

#### キャリアレベル

中途経験者レベル

#### 英語レベル

ビジネス会話レベル

#### 日本語レベル

流暢

#### 最終学歴

大学卒: 学士号

#### 現在のビザ

日本での就労許可が必要です

## 募集要項

A Human Resources Business Partner (HRBP) collaborates with business leaders to align HR strategies with purpose and mission and organizational goals. Responsibilities include talent management, employee relations, workforce planning, and implementing HR initiatives to support the overall business strategy. HRBP also serves as a bridge between employees and management, fostering a positive work environment. Strong communication, problem-solving, and strategic thinking skills are essential for this role.

### 【業務詳細】

- ・ Talent management: Responsible to oversee employee experience and upgrade the quality and process. This includes review hiring process, company policies/guidelines, total compensation and termination process.
- ・ Talent Development: Lead performance management process and a succession planning to strengthen talent pipeline.
- ・ Organization and Workforce planning: Support organization design and monitor and report on workforce and succession planning and employee transfer.
- ・ Employee relations: Resolve complex employee relations issues and address grievances, work closely with stakeholders, management and employees to improve work relationships, build morale and increase productivity and retention
- ・ Change management: Implementing HR initiatives to support the overall business strategy
- ・ Consulting with business leaders and provide daily HR coaching and guidance
- ・ Data analysis: Analyze trends and metrics with the HR department
- ・ Strategic HR: Suggest new HR strategies
- ・ Collaborate with COE:
- ・ Plan hiring based on workforce planning
- ・ Provide HR policy guidance
- ・ Evaluate training programs, identify training needs for organization and individuals

### 【勤務地】

ヨネックス株式会社 本社（東京都文京区湯島3丁目23番13号）

### 【勤務時間】

9 : 00～17 : 30（休憩 60分）

9:00 to 17:30 (60-minute break)

### 【休日・休暇】

週休2日（土日祝日休み）

2 days off per week (Saturday, Sunday and public holidays)

### 【その他・福利厚生】

- ・ 諸手当：家族手当、住宅手当、時間外勤務手当、他
- ・ 昇給：年1回（4月）
- ・ 賞与：年2回（7月、12月）
- ・ 社会保険：健康保険、厚生年金保険、雇用保険、労災保険
- ・ 福利厚生：従業員持株制度、育児休業制度、介護休業制度、社員旅行ほか
- ・ その他：社内全館禁煙、社員の健康のため禁煙を推奨しています。
- Allowances：Family allowance, housing allowance, overtime allowance, etc.
- Salary raise: Once a year (April)
- Bonus: Twice a year (July and December)
- Social insurance: Health insurance, employee pension insurance, unemployment insurance, workers' accident compensation insurance
- Benefits: Employee stock ownership program, childcare leave, nursing care leave, company trips, etc.
- Others: Smoking is prohibited throughout the company's facilities and is discouraged for the health of employees.

## スキル・資格

### 【応募に必要な経験・スキル】

1. HR Experience: minimum 5 years of progressive experience in human resources, demonstrating a solid understanding of HR functions and practices.
2. Business Acumen: Experience working closely with business leaders and understanding the organization's goals and challenges.
3. Strategic HR Experience: Proven experience in developing and implementing HR strategies aligned with business objectives.
4. Employee Relations: Hands-on experience in managing employee relations, handling conflicts, and fostering a positive work environment.
5. Talent Management: Background in recruitment, onboarding, performance management, talent development and succession planning.
6. Change Management: Experience navigating and facilitating organizational change initiatives.
7. Data-Driven Decision-Making: Familiarity with using HR metrics and data analysis to inform and support decision-making.
8. Legal Compliance: Knowledge of employment laws and regulations to ensure organizational compliance.
9. Provide coaching and guidance to management level
10. Collaboration: Demonstrated ability to collaborate with various stakeholders and departments within the organization.

★応募の際は、日本語の「履歴書」と「職務経歴書」を添付してください。

## 会社説明