



## HR Manager

### 募集職種

#### 採用企業名

日本ハイボルテージケーブル株式会社 (Nexans)

#### 支社・支店

日本ハイボルテージケーブル (株)

#### 求人ID

1533691

#### 部署名

HR&GA

#### 業種

その他 (インフラ)

#### 会社の種類

中小企業 (従業員300名以下) - 外資系企業

#### 外国人の割合

(ほぼ) 全員日本人

#### 雇用形態

正社員

#### 勤務地

千葉県, 富津市

#### 最寄駅

内房線、青堀駅

#### 給与

経験考慮の上、応相談

#### ボーナス

固定給+ボーナス

#### 勤務時間

8:30~17:15

#### 休日・休暇

土日、会社カレンダーあり

#### 更新日

2025年04月30日 00:00

### 応募必要条件

#### 職務経験

6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 (英語使用比率: 25%程度)

#### 日本語レベル

ビジネス会話レベル

#### 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

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**募集要項****Organization**

- Function: HR & GA Responsible
- Country: Japan
- Location: Futtsu, Japan
- Supervisor: COO

**Context**

- Directing and coordinating HR strategy, policies and programs at site level, in line with Nexans HR and business strategy.
- Advises and supports site managers on all people related matters for site.

**Purpose**

- HR will be the point of contact for employees and visitors and play a stimulating role that can give a positive image of the company. HR will manage all operational HR tasks in Japan, reflecting the company's culture and global workplace strategy in improving employee satisfaction. HR will be responsible for the smooth operation of the office, providing a variety of duties aimed at creating an efficient and attractive work environment.

**Areas of responsibility**

- Matters of Labor Conditions
- Acts as a relay and is responsible for internal communication with employees (ACT, Ethics code...).
- Implements HR organization in line with area or country HR organization.
- Implements KPI definition and performs HR reporting.
- Planning designs and ensures interview process.
- First to make the candidate interview, and supports site managers in the final selection.
- Negotiates salary with candidates.
- Coordinates objectives setting and process.
- Coordinates and manages performance calibration process (review/adjustment of individual performance ratings).
- Personnel matters including retirement, personnel changes and Reward & Punishment.
- Communicates on compensation and benefits.
- Maintains Health and Safety focus and deployment follow up.
- Performs complaint, discipline and conflict management.
- Supplier management and agreement coordination and negotiation.
- Contributes with exchange relationship with local companies
- Responsible for labor agreements negotiation.
- Matters of Putting the Seal of the Company & Safekeeping of the Seal of the Company.
- Business of ceremonies & events except what other departments are in charge of.

**Key Interfaces**

- Norway HR

**Expected results**

- Good cooperation between Nexans and NVC culture and able to operate in a nexus system.

**Position sizing** (A few key indicators of the position such as: Turnover, Budget, Sales volume, No of N-1 etc.)

- NA
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**スキル・資格****Requested Competencies and Qualification**

- Good knowledge of Nexans' HR systems and project execution
  - English knowledge – written and oral
  - Good Knowledge of labor law
  - Good communication skills
  - Good interview skills
  - Management experience
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**会社説明**