



## HR Manager

外資系リテールビジネス企業での募集です。HRBPのご経験のある方は歓迎です。

### 募集職種

人材紹介会社

株式会社ジェイ エイ シー リクルートメント

採用企業名

外資系リテールビジネス企業

求人ID

1550533

業種

レストラン・フードサービス

会社の種類

外資系企業

雇用形態

正社員

勤務地

東京都 23区

給与

700万円 ~ 1200万円

勤務時間

09:00 ~ 18:00

休日・休暇

【有給休暇】有給休暇は試用期間満了後から付与されます 入社7ヶ月目には最低10日以上 【休日】完全週休二日制 土 日 祝日 G...

更新日

2025年07月24日 21:00

### 応募必要条件

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

ネイティブ

最終学歴

高等学校卒

現在のビザ

日本での就労許可が必要です

### 募集要項

【求人No NJB2218587】

You will:

- Act as the first contact for the People Team supporting both business leaders and employees.
- Provide appropriate advice and consultation to leaders in decision making and solving thorny employee issues and situations.
- Find and establish ways to make every aspect of the employee lifecycle a great employee experience from

onboarding to offboarding and everything in between

- Partner with functional leadership to set and implement talent acquisition strategies and talent sourcing programs to meet the business and operational needs of a complex organization
  - Lead full life cycle TA process from requisition posting through sourcing and offer acceptance
  - Conduct to the development of People programs and processes such as succession planning learning and development recognition programs etc.
  - Deliver appropriate coaching and developmental feedback to our leaders and team members
  - Ensure employee health and safety in the workplace (e.g. conduct stress check test health and safety committee meetings) and support mental health care in collaboration with industrial doctors.
  - Partner investigate and resolve employee relations matters and investigations including workplace conflicts or allegations of policy and/or legal violations; work to ensure issues are properly identified reported investigated and resolved
  - Advise and support employee on specific company policy and procedure questions
  - Maintain regulatory and compliance practices in areas of support
  - Collaborate with HQ counterparts and lead implementation as owner of several global HR projects.
  - Draft review and update Employee Relations and People (HR) related communications
- 

## スキル・資格

You have:

- 5+ years experience as an HR generalist or Business Partner ideally in consumer retail food/beverage and/or production facilities
  - Strong knowledge of labor/employment laws and practices Japan specific risk and HSE.
  - Broad familiarity with general HR disciplines and best practices (i.e. TA TD C B OD) and ability to apply practices with judgment to specific situations
  - Ability to communicate (reading writing and speaking) clearly and effectively in English and Japanese
  - Specific experience with employee relations and navigating difficult situations and conversations
  - Superb judgment
- 

## 会社説明

ご紹介時にご案内いたします