



HR Director

募集職種

人材紹介会社
Advisory Group株式会社

求人ID
1561289

業種
小売

雇用形態
正社員

勤務地
千葉県

給与
1200万円 ~ 1900万円

更新日
2025年10月10日 17:01

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
流暢

日本語レベル
ネイティブ

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

Key Responsibilities

- Serve as a central leader and influential member of the business unit or divisional leadership team
- Act as a strategic HR consultant and trusted advisor to senior leaders and their teams
- Operate as a strategic partner to the Market CEO and participate as a member of the executive management team
- Provide strategic HR expertise and insight to the company's top management
- Support and guide business leaders across a wide range of HR initiatives, including HR strategy development, business growth and organizational design, succession planning, performance management, leadership development, compensation and rewards strategy, and organizational productivity improvement
- Lead complex transformation and change management projects, ensuring effective and sustainable global operations
- Build and maintain strategic HR partnerships with senior leaders and their teams to ensure alignment with global and

corporate policies and effective localization for regional markets and sites

- Act as a member of the divisional or business unit executive team, ensuring HR strategies effectively support business goals and growth
 - Participate actively in the global HR team, contributing to the design and development of global HR programs and initiatives
 - Oversee the HR team in Japan and serve as a key liaison supporting collaboration with the China market
 - Take direct responsibility for HR budget management and resource allocation
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スキル・資格

- Must be able to influence and convince business leaders to drive organizational change
 - 1–2 years of experience as Head of HR or equivalent leadership position
 - 5+ years as HRBP preferred
 - Capable of covering all HR functions
 - Fluent English and Native Japanese required
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会社説明