

Beff

Global People Strategy | Supporting battery development

Based in Japan and Germany
募集職種
採用企業名 Beff株式会社
求人ID 1568757
業種 ソフトウェア
会社の種類 中小企業 (従業員300名以下)
雇用形態 正社員
勤務地 東京都 23区, 千代田区
最寄駅 丸の内線、 大手町駅
給与 経験考慮の上、応相談
勤務時間 Flexible working hours (no core time; standard hours 9:00–18:00)
休日・休暇 Weekends, national holidays
更新日 2025年12月16日 10:03
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 (英語使用比率: 50%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
募集要項

◀ Job Description & Position Highlights ▶

- HR Manager responsibilities encompass planning, executing, and managing teams for global talent strategies

- Strategic fulfillment supporting business growth through collaboration with overseas offices and involvement in IPO preparations
- Gain impactful experience working on global recruitment and organizational development within a startup environment
- Flexible work arrangements available, including flex time, remote work, casual dress code, and stock options

【Job Responsibilities】

■Key Responsibilities :

- Plan, execute, and manage global hiring and organizational strategies to support business growth, including budget and performance management.
- Develop and operate hiring plans, organizational development initiatives, and HR systems.
 - Lead talent acquisition domestically and internationally, including sourcing and managing recruitment channels.
 - Build and manage a global HR structure in collaboration with overseas offices, including our base in Germany.
 - Strengthen employer branding and optimize recruitment processes to attract top talent.
- Coordinate labor-related documentation and procedures in cooperation with labor and social security consultants.

■Why You'll Love This Role :

- You'll get to shape the heart of our business and create something from the ground up.
- You'll have plenty of chances to engage in global hiring and collaborate with diverse international talent.

■Company Overview :

Founded in 2023, we are a global startup with offices in Japan and Germany. Our business focuses on two areas:

- (1) AI-powered chat software for easy access to battery development data, and
- (2) joint development services for next-generation batteries.

As EV demand grows due to global CO₂ regulations, we support battery development and production through our own platform, contributing to waste reduction and a sustainable future

■Current Challenges of Our Technical Sales Team :

Our motto is "Plant the seeds of challenge and grow a global forest."

We seek someone who can actively foster a bold and global-minded culture across the team, including international members.

As we are in a phase of business expansion, we currently lack sufficient HR resources to plan and execute a global people strategy aligned with our business goals.

You will play a key role in driving our growth from the people and organizational side, leading global recruitment and managing the HR and organizational development team as it grows.

【Employment Type】

Full-time employee

*Probation period: Yes (no change in working conditions during the period)

【Salary】

Based on experience and skill level

【Working Hours】

Flexible working hours (no core time; standard hours 9:00–18:00 with a 60-minute break)

【Work Location】

3F, Shin-Otemachi Building, 2-2-1 Otemachi, Chiyoda-ku, Tokyo (0club)

*Directly connected to the station — no umbrella needed even on rainy days!

*Surrounded by plenty of restaurants and cafés, so you'll never run out of lunch options.

【Holidays & Leave】

- Days off: Weekends, national holidays, summer vacation, and year-end/New Year holidays
- Paid leave: Annual paid leave granted after 6 months of employment

【Benefits & Welfare】

- Social insurance coverage: Employment, workers' compensation, health, and pension insurance
- Remote work available
- Bonus system: Yes
- Retirement allowance system: No
- Dress code: Casual / free attire
- Transportation allowance provided
- Annual health checkup
- Stock option program available

スキル・資格

【Required (MUST)】

- 3+ years of experience in planning and executing HR strategies in a startup or venture company.
- 3+ years of experience as a CHRO, Head of HR, or HR Manager in a startup environment.
- Proven experience in team management as a people manager.
- Business-level English communication skills.
- Experience in IPO preparation.

【Preferred (WANT)】

- Experience working or being stationed overseas.
- Experience successfully leading or contributing to an IPO.

【Other Qualities】

- Strong sense of ownership and a track record of consistently driving projects to completion.
- Genuine interest in working in a fast-paced startup environment.

会社説明