

# 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

800万円 ~ 1300万円

#### 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

2026年02月17日 03:00

#### 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 (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 CO<sub>2</sub> 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.

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会社説明