SPECIALIZED GROUP Understanding People

HR Manager (People & Culture) 人事マネージャー

Global IT company leadership role

募集職種

人材紹介会社
スペシャライズドグループ株式会社

求人ID
1581588

業種
その他（IT・インターネット・ゲーム）

雇用形態
正社員

勤務地
東京都 23区

給与
経験考慮の上、応相談

更新日
2026年03月06日 17:52

応募締切日
2026年03月16日

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

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

HR Manager 人事マネージャー - People and Culture (3-4 Days Remote, Global IT Firm)

Our client, a global IT firm with a strong presence in Japan, is seeking a People and Culture (Country HR) Manager to join their leadership team in Tokyo. This role offers the opportunity to develop a robust HR team in Japan, supporting the company's ambitious growth plans through hiring and M&A opportunities. Enjoy a flexible work arrangement with 3-4 days remote, while contributing to a dynamic and expanding organization.

Key Responsibilities:

- - Develop and execute HR plans for Japan operations
- - Provide leadership to Japan People and Culture team

- - Design programs to enhance employee experience and productivity
- - Oversee learning and development programs for employees
- - Manage HR operational budget in Japan
- - Ensure legal compliance in HR processes
- - Mentor managers on performance management and conflict resolution
- - Harmonize HR processes across entities and subsidiaries

Qualifications:

- - Relevant degree in Human Resources, Psychology, or Management
- - 3+ years of experience in a similar HR role
- - Proficient in Japanese and English (mandatory)
- - Solid understanding of Japan employment legislation and labor standards
- - Experience in multinational and global company
- - Experience in professional services industry is preferred but not mandatory
- - Experience managing creative and technical workforces is preferred but not mandatory
- - Experience with HR strategy development and execution

会社説明