



Understanding People

Head of HR 人事部長 - Strategic Leadership (Flexible Remote Work)

Flexible remote work

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

1586716

業種

ソフトウェア

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04月15日 11:12

応募必要条件

職務経験

6年以上

キャリアレベル

エグゼクティブ・経営幹部レベル

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

Head of HR 人事部長 - Strategic Leadership (Flexible Remote Work)

Our client, a fast-growing SaaS start-up, is seeking a Head of HR to lead strategic HR initiatives and operations in an international environment with flexible remote work options. This role offers the opportunity to act as a strategic partner to senior management in Japan, driving people initiatives and ensuring compliance with Japanese labor law.

Key Responsibilities:

- Design and execute HR strategies with senior management
- Oversee recruitment strategy to attract top talent globally
- Ensure compliance with Japanese labor laws
- Lead talent development and leadership programs
- Act as HRBP for Japan, advising on organizational design
- Manage HR operations including payroll and benefits

- Provide guidance on employee relations and performance management

Qualifications:

- Fluency in Japanese and English
 - Experience in HR leadership roles
 - Knowledge of Japanese labor laws
 - Experience in talent acquisition and development
 - Experience in strategic HR planning
 - Experience in SaaS or tech industry is preferred but not mandatory
 - Experience with remote work environments is preferred but not mandatory
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会社説明