



【830～1020万円】 People Organisation (P O) Lead

外資系 消費財取り扱い企業での募集です。HRジェネラリストのご経験のある方は...

募集職種

人材紹介会社

株式会社ジェイ エイ シー リクルートメント

採用企業名

外資系 消費財取り扱い企業

求人ID

1587549

業種

食品・飲料

会社の種類

外資系企業

雇用形態

正社員

勤務地

神奈川県

給与

800万円～1000万円

勤務時間

09:00～17:30

休日・休暇

詳細は求人ご紹介時にご案内いたします。

更新日

2026年04月16日 16:46

応募必要条件

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

ネイティブ

最終学歴

高等学校卒

現在のビザ

日本での就労許可が必要です

募集要項

【求人No NJB2355078】

【Your Role】

As a Japan People Organisation (P O) Lead this role is responsible for strategizing and implementing people plans to support growth plans in the country together with country and functional leaders (i.e. Country GM Marketing Finance Supply Chain R D) .

As our brand built on human quality connection we will be looking for a P O leader who brings warmth and authenticity to leadership.

This role helps create a network and workplace where people feel seen supported respected proud and connected · while still driving performance as a professional Business Partner to bring consumers joy and healthier life.

This role builds a high performing entrepreneurial organization in a lean fast moving environment · balancing agility with resilience while welcoming change.

This role looks after both sales office and the plant in Japan with an employee size of 75+ headcount.

【Your Key Task】

- Lead the Japan P O agenda to build a high performing organization aligned with growth priorities; serve as a trusted advisor to the Japan GM Japan plan manager and country leadership team.
- Drive org design workforce planning and talent strategy (hiring succession leadership development) in a lean environment.
- Strengthen performance culture throughout talent performance cycle (annual performance evaluation goal setting team engagement retention turnover hiring against budget managers coaching) managing talent issues providing talent insights and solutions to help drive a culture of performance collaboration and ownership.
- Support business leaders in the development of their key talent pipeline · addressing development strategies needed and other developmental initiatives.
- People engagement: maximize the energy and output of organization through letting us motivate each other; lead annual Gallup survey and follow up Impact sessions and drive ongoing the engagement initiatives.
- Lead change management: translate shifting business needs into clear people priorities communication and adoption.
- Own Japan employee relations and labor compliance; manage sensitive cases with speed fairness and sound judgment.

Classification: Restricted

- Collaborate with regional and central P O team to deploy key P O programs in the market with the right level of local context customization.
- (Optional) Provide oversight for General Affairs operations (workplace/facilities vendors governance BCP) and improve employee experience through pragmatic process design.

スキル・資格

【Skills and Experience】

- Minimum of a Bachelor's degree with more than 10 years of experience in HR function with a preference on Business Partnering or HR Generalist roles
- Proven record delivering results in lean fast changing ambiguous environments (e.g. transformation restructuring rapid growth new ways of working) .
- Entrepreneurial someone who is curious and can take initiative with a capacity to think holistically and strategically.
- Capability to build trusted and credible relationships with multiple stakeholders.
- Strong Japan labor law and employee relations capability; high integrity and confidentiality.
- We welcome applications from all qualified candidates; however in support of gender balance locally we particularly encourage women to apply.
- Strong communication skills fluency in English is essential (written and verbal) .

会社説明

ご紹介時にご案内いたします