



Understanding People

HRBP - IT | Osaka & Tokyo HRBP - IT 大阪・東京 (RSU options)

Global IT company, RSU incentive

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

1591411

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05月11日 19:53

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

HRBP - IT | Osaka & Tokyo HRBP - IT 大阪・東京 (RSU options, Global Team)

Our client, a dynamic IT company, is seeking an HRBP - IT to work across Osaka and Tokyo, offering a competitive salary of 12M. This role provides the opportunity to engage with a global team and influence organizational change while enhancing your career in HR management. Enjoy the benefits of RSU options and the chance to work in a vibrant, international environment.

Key Responsibilities:

- Resolve complex labor issues and grievances
- Support performance management through coaching and career development
- Provide HR policy guidance and interpretation
- Identify training needs and executive coaching requirements
- Collaborate with management to improve workplace environment and morale

- Analyze HR trends and propose improvements
- Ensure compliance with Japanese labor laws

Qualifications:

- 5+ years HR or HRBP experience
- Native-level Japanese and business-level English
- Knowledge of ER, attendance, talent, and performance management in Japan
- Experience collaborating with executive management
- Ability to travel to Tokyo monthly
- Experience with HR analytics tools is preferred but not mandatory
- Familiarity with labor law compliance in Japan is preferred but not mandatory

会社説明