



HR Business Partner / 人事戦略パートナー

グローバル製造企業で組織成長を支えるHRBPポジション

募集職種

人材紹介会社

Cornerstone Recruitment Japan 株式会社

求人ID

1594561

業種

機械

会社の種類

外資系企業

雇用形態

正社員

勤務地

神奈川県, 座間市

給与

経験考慮の上、応相談

更新日

2026年06月11日 05:00

応募必要条件

職務経験

6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

ネイティブ

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

Position: HR Business Partner
Company: Global Engineering & Manufacturing Company
Location: Zama, Kanagawa, Japan
Employment Type: Full-time

Overview

A global engineering and manufacturing company is seeking an HR Business Partner to support its Japan operations. The organization operates across industrial, transportation, aerospace, defense, and energy-related sectors, with a strong international footprint and a collaborative multinational environment.

This role will partner closely with business leaders and employees across manufacturing and engineering functions, driving both strategic HR initiatives and hands-on operational support.

Key Responsibilities

- Partner with business and functional leadership to develop and execute people strategies aligned with regional and global objectives
- Lead recruitment and staffing activities including workforce planning, employer branding, hiring coordination, onboarding, and probation management
- Drive performance management processes including annual evaluations, milestone tracking, and performance improvement initiatives
- Ensure compliance with Japanese labor laws, HR policies, and internal governance standards
- Foster positive employee engagement through communication initiatives, employee relations activities, surveys, and retention programs
- Support talent management, learning, and development initiatives in collaboration with regional and global HR teams
- Coordinate and roll out local training and education programs
- Drive initiatives related to employee engagement, diversity, inclusion, and organizational culture
- Support retention and employer branding activities including career development and employee experience programs
- Collaborate with multiple stakeholders across business functions in a matrix organization environment

Requirements

- Bachelor's degree or above in Human Resources, Business, or related field
- Minimum 5 years of HR Business Partner experience within multinational manufacturing or engineering environments
- Experience supporting multiple business functions within matrix organizations
- Strong understanding of Japanese labor law, HR operations, and compliance requirements
- Excellent stakeholder management and interpersonal communication skills
- Ability to balance strategic HR partnership with hands-on operational execution
- Native-level Japanese and business-level English communication skills preferred

Preferred Profile

- Experience within industrial, manufacturing, engineering, or aerospace-related industries
- Strong employee relations and organizational development experience
- Ability to work effectively in fast-paced multinational environments
- Proactive, collaborative, and solutions-oriented mindset
- Experience supporting talent management and performance management frameworks across regional organizations

Work Environment & Culture

- Multinational engineering and manufacturing environment
- Strategic role supporting both business growth and employee engagement
- Opportunity to work closely with regional and global HR leadership
- Collaborative culture focused on innovation, operational excellence, and long-term growth

会社説明