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10月30日 06:00

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

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