



## HR Business Partner | グローバルメーカーの戦略人事 (HRBP)

海外チームと連携するグローバル人事ポジション

### 募集職種

#### 人材紹介会社

Cornerstone Recruitment Japan 株式会社

#### 求人ID

1597449

#### 業種

機械

#### 雇用形態

正社員

#### 勤務地

神奈川県

#### 給与

経験考慮の上、応相談

#### 更新日

2026年06月18日 17:30

### 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