



HRBP

International organization/ 40% WFH

募集職種

人材紹介会社

PEAK Recruitment Japan株式会社

求人ID

1600599

業種

日用品・化粧品

会社の種類

大手企業 (300名を超える従業員数) - 外資系企業

外国人の割合

外国人 半数

雇用形態

正社員

勤務地

東京都 23区

給与

900万円 ~ 1100万円

ボーナス

給与： ボーナス込み

更新日

2026年08月27日 05:00

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

日常会話レベル

日本語レベル

流暢

最終学歴

短大卒： 準学士号

現在のビザ

日本での就労許可が必要です

募集要項

- Act as a strategic HR partner to business leaders, supporting the development and implementation of HR strategies and initiatives
- Provide daily HR support and guidance to employees and managers in compliance with local labor laws
- Deliver and execute HR processes, policies, and solutions accurately and efficiently
- Lead and coordinate the annual salary review process for relevant management levels
- Manage employee relations, including handling workplace concerns, conflicts, and disciplinary matters

- Build and maintain relationships with unions, works councils, and manage industrial relations where applicable
 - Support recruitment activities and ensure a strong talent pipeline within the country or sub-region
 - Drive and coordinate performance management and talent review processes, acting as a facilitator locally
 - Manage promotion processes and act as a sparring partner to business leaders on talent decisions
 - Identify and develop key talents and high-potential employees through structured development plans
 - Lead or support local change management initiatives and ensure effective HR communication
 - Implement initiatives to enhance employee engagement and overall employee experience
 - Promote and role-model desired leadership behaviors and proactively address misalignment when necessary
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スキル・資格

- Solid experience in HR Business Partnering or HR Generalist roles
 - Strong knowledge of employee relations, labor relations, and local employment law
 - Hands-on experience in: Talent management & succession planning; Performance management & career development; Compensation & benefits; Recruitment and talent acquisition
 - Proven ability to drive employee engagement initiatives
 - Strong stakeholder management and communication skills
 - Ability to work in a fast-paced, multinational environment
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会社説明