

【英語を活かす】HRBP

自動車部品メーカーにて、HRBPの求人がございます。

募集職種

人材紹介会社

ロバート・ウォルターズ (Robert Walters)

採用企業名

自動車部品メーカー

求人ID

1600821

業種

自動車・自動車部品

雇用形態

正社員

勤務地

東京都 23区

給与

800万円 ~ 1200万円

更新日

2026年07月06日 18:43

応募必要条件

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

A global automotive supplier is seeking an HR Business Partner (HRBP) Japan. The selected candidate will lead the people agenda, support site management, and drive HR strategies including workforce planning, talent development, and employee engagement. This is a hybrid setup role.

A global automotive technology and manufacturing leader, this organisation specialises in delivering advanced mobility solutions across vehicle electronics, powertrain systems, and intelligent cockpit technologies. With a strong engineering heritage and international footprint, it partners with leading automakers to drive innovation, performance, and sustainability across the automotive industry, attracting top talent in engineering, manufacturing, and R&D roles.

Keywords:

人事, HRBP, 人材管理, 労務管理, 組織開発, タレントマネジメント, 採用, 従業員関係, 自動車業界, 求人, 外資系

Job Ref: 58098M

Responsibilities:

- Act as a business partner and drive all site-level people-related activities in line with company policies
- Support site and plant management to achieve operational targets including cost, safety, quality, and production
- Define and execute workforce planning in line with budget and business volume changes
- Ensure timely fulfilment of staffing requirements based on site needs

- Design, execute, and monitor training and development plans for the site
- Identify talent and support succession planning processes
- Ensure performance management processes are implemented according to company guidelines
- Implement diversity and inclusion programmes and policies at the site level
- Drive employee engagement, morale, motivation, and retention initiatives
- Communicate organisational culture, policies, and procedures to employees
- Track HR KPIs including turnover, absenteeism, overtime, labour cost, and headcount forecasts
- Manage HR data accuracy and reporting within HRIS systems
- Define and execute action plans to meet site and division HR targets
- Implement standard organisational structures, processes, and responsibilities at site level
- Maintain labour-management relations and participate in union discussions and negotiations
- Resolve employee relations issues and handle grievances

Requirements:

- Bachelor's degree or above in HR or BA
- More than 10 years of experience in progressive human resource management roles such as COE or HRBP
- Experience in HR operations and HR management-level responsibilities within automotive supplier industries
- Strong knowledge of HR principles, practices, local employment law, and compliance requirements
- Experience working in multicultural and global environments
- Industry-specific HR knowledge including employee benefits understanding
- Professional level Japanese and English

会社説明

For over 25 years, in Japan, we have been a driving force in the Japanese bilingual recruitment market, providing high-quality candidates for our clients and access to the best jobs. We always put the interests of our clients and candidates first and run on a non-commission model that promotes a working culture where teamwork is incentivised. We strive to find the best fit for both employer and job seeker and don't push people into unsuitable roles.