

[HRBP Manager] Global Tech | Hybrid | Up to ¥16M

募集職種

人材紹介会社
株式会社SPOTTED

求人ID
1605050

業種
インターネット・Webサービス

会社の種類
大手企業 (300名を超える従業員数) - 外資系企業

雇用形態
正社員

勤務地
東京都 23区

給与
1000万円 ~ 1600万円

ボーナス
給与： ボーナス込み

歩合給
給与： 歩合給込み

更新日
2026年11月03日 00:00

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

Hybrid & Flexible | Up to ¥16M | International Environment | Senior Leadership Exposure

The Company

A well-established, global tech organization with a significant presence in Japan and APAC region. The Tokyo office operates as part of a broader international structure, with HR playing a genuine seat at the table role rather than a purely

administrative function.

The Opportunity

This role sits at the intersection of local execution and global alignment — partnering closely with business leaders in Japan while staying connected to regional and global HR strategy. It's suited to someone who has outgrown a purely operational HR remit and wants to influence how the business thinks about talent, organizational design, and people strategy at a market level.

Key Responsibilities

- Act as a trusted advisor to senior business leaders on organizational design, workforce planning, and talent strategy
- Lead full-cycle HRBP support across business units, driving performance management, calibration, and talent review cycles
- Partner with leadership on succession planning, leadership development, and organizational change initiatives
- Coach and influence managers on people leadership and difficult conversations
- Collaborate with COEs (Talent Acquisition, C&B, L&D) and use HR data to inform business decisions
- Ensure compliance with Japan labor law while contributing to engagement and culture initiatives locally

スキル・資格

What are we looking for

- 6+ years of progressive HR experience, with meaningful time in a business partnering capacity
- Prior experience within a multinational or foreign-affiliated company operating in Japan, with strong knowledge of local labor law
- Business-level English and Japanese
- Demonstrated ability to influence senior stakeholders as a credible business advisor
- Experience supporting organizational change, ideally in a global reporting environment
- Strong analytical mindset with a track record of building trust quickly across local and global stakeholders

Interested in learning more? Let's start with a conversation and see whether this opportunity aligns with your goals.

会社説明