

HR Business Partner (AI & People Operations) 独占求人

募集職種

人材紹介会社
株式会社SPOTTED

求人ID
1606955

業種
インターネット・Webサービス

雇用形態
正社員

勤務地
東京都 23区

給与
700万円 ~ 1200万円

更新日
2026年10月30日 13:00

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
ビジネス会話レベル

日本語レベル
流暢レベル

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

Location: Tokyo (Hybrid – 3 days in office / 2 days remote)

Salary: ¥7,000,000 – ¥12,000,000 + Performance Bonus

About

We are a fast-growing Japanese SaaS company transforming the way businesses work through cloud-based IT solutions. With over 500 employees and ambitious expansion plans across Japan and APAC, building a workplace where technology, innovation, and people drive everything we do.

Given the Company growth, we're looking for an **HR Business Partner** who is excited about shaping the future of HR by leveraging AI to improve efficiency, decision-making, and the employee experience.

What You'll Do

- Partner with business leaders to support organizational growth and people initiatives.
- Advise managers on employee relations, performance management, and talent development.

- Drive HR projects that improve the employee experience.
- Identify opportunities to integrate AI into HR processes such as recruiting, onboarding, internal communications, reporting, and workforce analytics.
- Collaborate with HR Operations and Talent Acquisition to streamline workflows using AI-powered tools.
- Analyze HR data and provide insights to support business decisions.
- Promote a culture of innovation and continuous improvement within the HR team.

What We're Looking For

- Around **3+ years of experience as an HR Business Partner, HR Generalist, or similar HR role** .
- Experience partnering with business leaders.
- Strong communication and stakeholder management skills.
- Curiosity about AI and emerging technologies, with a willingness to explore how they can improve HR processes.
- Analytical mindset and continuous improvement mentality.
- Business-level English and native or fluent Japanese.

Nice to Have

- Experience working in the IT, SaaS, or technology industry.
- Experience using AI tools such as ChatGPT, Microsoft Copilot, Gemini, or similar platforms in daily work.
- Exposure to HR analytics or HRIS projects.
- Experience supporting a fast-paced or high-growth organization.

Why Join Us?

- Join a rapidly growing technology company where HR has a real seat at the table.
- Be part of the company's AI transformation and help redefine how HR operates.
- Hybrid working style with flexible hours.
- Clear career progression as the company expands.
- Collaborative, international, and innovation-driven culture.
- Competitive salary and performance bonus.
- Learning budget and professional development opportunities.

If you're passionate about people, technology, and the future of work, we'd love to hear from you.

会社説明