【英語を活かす】HRBPジェネラルマネジメント/ HRBP General Management

マーケティング会社にて、HRBPジェネラルマネジメント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
マーケティング会社

求人ID
1608050

業種
広告・PR

雇用形態
正社員

勤務地
東京都 23区

給与
1100万円 ~ 1700万円

休日・休暇
完全週休2日制, 土日祝日休み, 有給休暇

更新日
2026年11月11日 06:00

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 communications and marketing organisation is seeking a Human Resources Business Partner, General Management. The selected candidate will partner with business leaders on performance, talent development, organisational transformation, and people strategy while supporting global and APAC initiatives. This is a hybrid setup role.

The company is a global communications and marketing organisation operating across multiple markets. It provides services across advertising, communications, marketing and related business areas.

Keywords:

人事ビジネスパートナー, 人事戦略, タレントマネジメント, パフォーマンスマネジメント, 組織開発, 組織変革, 人材開発, サクセッションプランニング, ステークホルダーマネジメント, AI活用, グローバル人事, 求人, 外資系

Job Ref: 45T03K

Responsibilities:

- Partner with business leaders to translate business strategy into people and organisation priorities
- Own and drive the end-to-end performance cycle, ensuring high-quality, future-focused performance conversations

- Lead the talent cycle from a development perspective, including talent identification, career pathways, succession and readiness planning
- Advise leaders on structure, capability, leadership effectiveness and organisational design
- Support and co-lead business and organisational transformation initiatives, challenging legacy ways of working
- Serve as the primary point of contact for APAC on performance, talent and people-related topics, translating global frameworks into local impact
- Partner with the wider Talent & Culture team to ensure alignment, consistency and seamless execution across people initiatives
- Leverage data, insights and AI-enabled tools to inform talent decisions and improve performance and productivity
- Identify smarter, simpler and more impactful ways of operating through a future-of-work mindset

Requirements:

- Proven experience in a Business Partner or equivalent strategic role
- Demonstrated ability to partner with leaders on business strategy, transformation and change
- Experience working in global or matrixed environments, acting as a key local interface
- Comfortable using data, insights and AI-enabled tools to support performance and talent decisions
- Demonstrated AI fluency
- Fluent level Japanese and English

会社説明

We've been a driving force in the Japanese bilingual recruitment market, providing high quality candidates for our clients and access to the best jobs for over 20 years. We operate a team-based profit share system which, we believe, sets us apart from the majority of competitors by enabling us to always put the interests of our clients and candidates first. That means we can find the best fit for employer and job seeker, and we never push people into unsuitable roles.