



Understanding People

Senior HR Business Partner / シニアHRビジネスパートナー

Strategic HR Business Partner

募集職種

人材紹介会社

スペシャライズドグループ株式会社

求人ID

1609134

業種

機械

雇用形態

正社員

勤務地

東京都 23区

給与

経験考慮の上、応相談

更新日

2026年09月05日 04:00

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

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

Senior HR Business Partner シニアHRビジネスパートナー | Employee Engagement & Talent Management

Overview

Our client is seeking a Senior HR Business Partner to support people leaders across designated regions within a global industrial technology business.

This role offers the opportunity to lead strategic HR initiatives in employee engagement, inclusion, performance

management, and workforce planning, enhancing leadership capabilities and organizational growth. The position includes bonus eligibility and is based in Central Tokyo with HR shared service support.

Key Responsibilities:

- Coach leaders to foster inclusive culture and improve employee engagement
- Advise on performance management including goal setting and improvement plans
- Guide managers on employee relations and workplace policy interpretation
- Lead workforce planning and organizational talent assessment with leaders
- Develop manager capability in talent selection, development, and retention
- Partner with COEs to deploy IDE initiatives and inclusive growth strategies
- Analyze engagement and workforce data to recommend HR initiatives
- Support change management during acquisitions, restructuring, and ramp-ups
- Coach leaders on talent review processes and development planning
- Collaborate with TA to influence talent selection decisions

Requirements:

- 8+ years experience in Human Resources or Talent Management
- Strong knowledge of Inclusion, Diversity, and Equity (IDE) principles
- Experience in employee engagement strategy and data analysis
- Expertise in performance management lifecycle and coaching
- Skilled in employee relations and workplace investigations
- Workforce planning and organizational talent assessment skills
- Project management skills with data-driven decision making
- Ability to communicate effectively in Japanese and English
- Experience coaching and influencing leaders at multiple levels
- Knowledge of organizational design and change management

会社説明