



Understanding People

Senior HRBP / シニアHRビジネスパートナー

週3日リモート | 年収800万円

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

1616203

業種

小売

雇用形態

正社員

勤務地

神奈川県

給与

経験考慮の上、応相談

更新日

2026年10月06日 13:05

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 — | Employee Relations - 3 days remote - Yokohama - 8M JPY

Overview

Our client is seeking an experienced HR Business Partner to support their mission-driven company focused on environmental sustainability. This role offers the opportunity to lead HR strategies that enhance employee experience and foster talent development within a purpose-driven organization. Benefits include a hybrid work setup with three days remote per week and a collaborative work environment in Tokyo.

Key Responsibilities:

- Partner with leaders to design and execute HR strategies
- Develop organizational structures and succession plans
- Provide coaching to managers on performance management
- Lead resolution of workplace conflicts and employee relations issues
- Analyze HR data to inform decisions and provide recommendations
- Support fixed-term contract renewals with fair performance assessments
- Facilitate communication between employees and leadership
- Coordinate support for employees on mental health and disability cases
- Collaborate with business units to foster company culture
- Design and implement talent development programs
- Advise on labor law compliance and fair labor practices
- Train managers on equity, feedback, and conflict resolution skills
- Manage HR processes to enhance employee engagement and retention

Requirements:

- 5+ years experience as HR generalist
- 3+ years experience as HR business partner
- Native-level Japanese proficiency
- Business-level English proficiency
- Strong knowledge of labor relations and employment law
- Experience in compensation management
- Ability to analyze HR data for decision-making
- Experience coaching managers on performance management
- Skilled in conflict resolution and employee relations
- Experience in organizational design and succession planning
- Proficiency with HRIS and data analytics tools (preferred)
- Experience facilitating cross-cultural communication
- Ability to develop and implement HR strategies aligned with business goals
- Experience in employee engagement survey design and analysis (preferred)
- Strong presentation and facilitation skills
- Familiarity with mental health and disability accommodations

Benefits:

- Three days per week remote work

会社説明