



## Senior HRBP - Saitama

**Stock options, Hybrid, English use**

### Job Information

#### Recruiter

iWill Capital G.K.

#### Hiring Company

Our client is a global retail company. If you want to work in a

#### Job ID

1444578

#### Industry

Retail

#### Job Type

Permanent Full-time

#### Location

Saitama Prefecture

#### Salary

12 million yen ~ 14 million yen

#### Refreshed

January 15th, 2025 01:00

### General Requirements

#### Minimum Experience Level

Over 6 years

#### Career Level

Mid Career

#### Minimum English Level

Fluent (Amount Used: English usage about 50%)

#### Minimum Japanese Level

Fluent

#### Minimum Education Level

Bachelor's Degree

#### Visa Status

Permission to work in Japan required

### Job Description

#### Key Responsibilities

- Implement employee engagement strategies to foster an environment based on respect and values
- Develop and execute a life-cycle approach to HR programs such as performance management, compensation cycles, and talent management by assessing organizational performance, defining talent gaps and proposing solutions in support of business objectives
- Coach and consult on organizational design and management issues, as well as challenging and/or influencing decision-making processes
- Streamline and implement new, small to mid-scale structures and/or processes to create speed, efficiency and agility within the organization
- Lead small to mid-scale change management efforts around culture and process evolution
- Develop thoughtful, integrated approaches to promote diversity and inclusion in talent attraction, development and

retention

- Facilitate the consistent application, implementation and improvement of Human Resources programs
- Manage day-to-day employee relations issues, in line with local legislation
- Support rollout of compliance initiatives and provide counsel to management in regards to local employment law and legislation changes
- Collaborate with management to execute recruitment, on boarding and training initiatives and internal mobility
- Leverage partnerships and business acumen to enable the creation and implementation of strategies in alignment with business priorities and goals
- Immerse yourself in the organization to build productive relationships with internal stakeholders and clients on all levels
- Foster leadership success as a proactive thought partner anticipating the business cycles and serving as a consultant during periods of change management, as well as leveraging business data, metrics and external market insights to inform decisions

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## Required Skills

- Bachelor's Degree or relevant experience
- 5+ years experience in an HR Business Partner role with broad knowledge and experience in human resource management. Experience partnering with business leaders.
- Fluent level Japanese and business level English
- 大学卒業もしくはそれに準ずる経験をしていること
- 5年以上の人事経験 (幅広い人事知識と経験。ビジネスリーダーとのパートナーリング経験)
- 流暢な日本語とビジネスレベルの英語

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## Company Description

**iWill Capital** is a Human Capital Management firm established in 2010. Over the years we have supported numerous multinational clients fill their key positions to help improve their business, and have supported bilingual job seekers enrich their careers predominantly in Tokyo and the greater Asia region.

We partner with our customers to define what top level service means to them, bringing true value and insight into ongoing market changes. We aim to be the first choice in our industry, delivering not only in depth consultation, but event changing results.

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《The First Choice》

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