



HRBP (Head of HR)

Job Information

Recruiter

Advisory Group K.K.

Job ID

1478414

Division

Human Resources

Industry

Other (Consulting and Professional Services)

Company Type

Small/Medium Company (300 employees or less)

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

10 million yen ~ 18 million yen

Salary Bonuses

Bonuses paid on top of indicated salary.

Refreshed

April 9th, 2025 05:00

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Fluent

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

EXCLUSIVE HR Business Partner (HRBP) role

Location: Tokyo, Japan (Hybrid, 1-2 days WFH)

Salary: Up to 18 million JPY annually

Change can bring a lot of uncertainties, especially in business. In HR, change can impact the entire company, whether you are bringing in new talent or rolling out strategies that affect everyone.

But that's where you come in.

If you're ready to make a real impact at work, this is your chance. My client is looking for a HR professional, experienced in change management who thrives on generating their own ideas and seeing them through from planning to execution.

What's In It For You:

- **Flexibility:** Enjoy a hybrid work model with 1-2 days a week working from home. Balance your life while still making a significant impact.
- **Competitive Pay:** Earn up to 18 million JPY annually plus benefits
- **Creative Freedom:** Bring your ideas to the table. We value innovation and are looking for someone who can proactively develop and implement HR initiatives without being micromanaged.
- **Growth Opportunity:** Be a key player in a growing business. This is your chance to shape the HR function and drive our company's success.
- **Collaborative Environment:** Work closely with our Japan Country Manager and a passionate team in a dynamic, startup-like atmosphere.

What You'll Do:

- **Hire and Inspire:** Manage our hiring process end-to-end. Attract and onboard top talent who align with our culture and goals.
- **Engage and Retain:** Develop and implement engagement initiatives that make our team excited to come to work every day.
- **Strategize and Advise:** Partner with business leaders to align HR strategies with our business objectives. Provide insights and recommendations to drive growth.
- **Create and Implement:** Take charge of HR projects from conception to execution. Your ideas will help shape the future of our company.
- **Evaluate and Improve:** Implement performance management systems to ensure our team is thriving and continuously improving.

Required Skills

About You:

- **Experienced:** You've been an HRBP or in a similar role, ideally in a startup or small business. You know the challenges and rewards of building from the ground up.
- **Proactive:** You don't wait for instructions. You see what needs to be done and you do it. Creativity and initiative are your strengths and have experience coming up with your own ideas and executing them
- **Employee Branding Guru:** You've successfully crafted employee branding strategies for lesser-known companies, making them attractive to top talent.
- **Bilingual:** Fluency in Japanese and Business level English is a must.
- **Knowledgeable:** You're up-to-date with Japanese labor laws and regulations and ready to consult on best practices for the business.

Note: While industry-specific experience is not a requirement, a **solid background in HR is essential**. The HRBP will be stand alone and play a pivotal role in shaping the company's workforce strategies and ensuring a productive and engaging work environment.

Come up with your own HR Strategy? Good at putting thoughts into action? Then apply today, I will be very interested to hear from you.

Company Description