



【900～1200万円】 HR Country Representative Japan

外資系企業での募集です。 労務・労政のご経験のある方は歓迎です。

## Job Information

### Recruiter

JAC Recruitment Co., Ltd.

### Hiring Company

外資系企業

### Job ID

1480723

### Industry

Machinery

### Company Type

International Company

### Job Type

Permanent Full-time

### Location

Tokyo - 23 Wards

### Salary

9 million yen ~ 12 million yen

### Work Hours

09:00 ~ 17:30

### Holidays

【有給休暇】初年度 10日 1か月目から 【休日】完全週休二日制 土 日 祝日 夏季休暇 年末年始 入社日に付与されます（入社...）

### Refreshed

June 20th, 2024 18:00

## General Requirements

### Career Level

Mid Career

### Minimum English Level

Business Level

### Minimum Japanese Level

Native

### Minimum Education Level

Bachelor's Degree

### Visa Status

Permission to work in Japan required

## Job Description

【求人No NJB2200902】

As our HR Country Representative you will;

Leads the review of local rewards strategy policies and guidelines in the country including compensation review guidelines (and negotiations) and benefits programs working closely with the HR Country Committee. Leads local specific rewards projects in cooperation with HR Service Centre.

Drives the labor relations strategy in the country. Acts as the main contact and representative with local work council in labor relations issues and agreements. Facilitates conflict management between managers and employees and recommends corrective actions.

Advises local regulations and updates where appropriate for role. Ensures compliance with local regulations including regulatory requirements on HR core processes and over time compliance control and country specific regulatory training. Acts as the main contact with local government authorities. Manages internal /external audits and labor suits including interacting with internal and external counsels and representing Tetra Pak in court when required.

Sets and governs policies and procedures within area of responsibility including employment terms and conditions in collaboration with the HR Country Committee.

Secures legal compliance of HR processes and drives alignment with global processes where possible. Guarantees the resourcing process legal compliance. Facilitates company initiated termination process and secures legal compliance and governance.

Supports HR Business Partners in driving local employee engagement actions and organization changes.

Negotiation with Nihon Union prepare documents coordinate meetings with them.

Foster company culture change · Drive DEI culture across the organization

Support local managers day to day people management activities.

---

### Required Skills

At least 7 years of professional experience in HR Good communication skills in both Japanese English Possesses strong knowledge in local labour law and experience in reward and in managing relations with unions government and immigration authorities) . Holds a track record of proven performance and driving change; and have successfully built relationships with internal clients colleagues authorities and external partners. Strong Interpersonal Savvy Motivating others and Flexibility Good PC skill set (Word Excel and Power point)

---

### Company Description

ご紹介時にご案内いたします