

Sr. HRBP - IT

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Job Information

Recruiter

Michael Page

Job ID

1486413

Industry

Software

Company Type

International Company

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

12 million yen ~ 20 million yen

Refreshed

July 18th, 2024 13:20

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

This is a new role that was created due to the company's consistent growth in the market. As an HRBP you will be working with your stakeholders in achieving the company's business goals from the people perspective. You will be responsible from performance management to organizational development.

Client Details

The clients is a cutting edge software company from the US with a growing presence in Japan.

Description**1. Strategic HR Partnership:**

- Act as a trusted advisor to senior leadership, providing insights and recommendations on HR matters.
- Partner with business leaders to develop and implement HR strategies that support business goals.

2. Talent Management and Development:

- Ensure the attraction and retention of top talent.
- Lead talent development initiatives, including performance management, succession planning, and leadership development.

3. Employee Relations and Engagement:

- Manage complex employee relations issues, ensuring fair and consistent application of policies.
- Develop and implement employee engagement programs to enhance workplace culture and employee satisfaction.

4. Change Management:

- Support organizational change initiatives, providing guidance on HR implications and ensuring smooth transitions.
- Develop and execute change management plans that align with business objectives.

5. HR Operations and Compliance:

- Ensure HR policies and procedures are compliant with Japanese labor laws and regulations.
- Oversee HR operations, including compensation and benefits, HRIS management, and reporting.

6. Leadership and Team Development:

- Mentor and coach junior HR team members, fostering a collaborative and high-performing HR team.
- Promote a culture of continuous learning and professional development within the HR function.

Job Offer

- Competitive package based on experience
- Great career progression based on performance
- Flexible work environment includes - work from home and flextime

To apply online please click the 'Apply' button below. For a confidential discussion about this role please contact Mika Lumayag on +813 6627 6059

Required Skills

- Fluency in Japanese and business-level English, both written and spoken.
- Minimum of 8 years of HRBP experience, with a stable and progressive career history (in Japan)
- Extensive knowledge of Japanese labor laws and HR practices.
- Proven track record in talent management, employee relations, and change management.
- Proficiency in HRIS and Microsoft Office Suite.
- Strong analytical, problem-solving, and decision-making skills.
- Excellent communication and interpersonal skills.

Company Description

Michael Page is a leading professional recruitment consultancy specialising in the recruitment of permanent, contract and temporary positions on behalf of the world's top employers.