



【1000～1200万円】 Head of HR Japan

外資系化学メーカーでの募集です。採用のご経験のある方は歓迎です。

Job Information

Recruiter

JAC Recruitment Co., Ltd.

Hiring Company

外資系化学メーカー

Job ID

1487854

Industry

Chemical, Raw Materials

Company Type

International Company

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

10 million yen ~ 12 million yen

Work Hours

09:00 ~ 17:30

Holidays

【有給休暇】有給休暇は入社時から付与されます 初年度 20日 1か月目から 【休日】完全週休二日制 土 日 祝日 GW 夏季休...

Refreshed

August 1st, 2024 15:09

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 NJB2201054】

Purpose;

- ・ To manage and oversee entire HR related matters in Japan and to comply with Japanese laws for Japan organization
- ・ To enhance business and to contribute to business growth through optimal personnel allocation transfers and people development aligned with BU/ GF decision and HR global/ regional strategy.
- ・ To be a Business Partner of the Country Representative

- A member of Management Team in Japan

Responsibility;

- HR Operations: Oversee entire HR operations (employee life cycle total rewards TA/TD expat management etc)
 - Business Partner: Act as Business Partner to Country Rep and Country management team. Support and initiate organizational optimization. Provide consultation and organizing of personal matters
 - Talent Acquisition: Understand Labor Law local market information to manage TA cases.
 - HR Policy Employee Relations: Developing and implementing human resources policies. HR process optimization/ documentation and information management to ensure compliance and competitiveness. Handling ER cases in a lawful and professional manner
 - Wellness Initiatives: manager Health Committee Crisis Management Team as well as LoA Sickness etc
 - Organization Development: support talent conference and work on succession plan for the Japan organization.
 - HR Projects: Support all HR projects in Country (M A divestment etc)
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Required Skills

MUST:

- Bachelor Degree
- English (business level TOEIC 850)
- High level of PC and IT literacy
- Basic knowledge of Japanese Labor related Laws and regulation
- At least 10 years' experience in HR
- Overall knowledge of all HR related area incl operation
- Communication and consultation skill in English and Japanese

Personality:

- Strong communication skills
 - Has resilience and flexible for changes
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Company Description

ご紹介時にご案内いたします