



【900～1600万円】 ※HR Senior Manager Management Development

フランス系外資自動車関連グローバルメーカーでの募集です。採用のご経験のある方...

Job Information

Recruiter

JAC Recruitment Co., Ltd.

Hiring Company

フランス系外資自動車関連グローバルメーカー

Job ID

1487881

Industry

Automobile and Parts

Company Type

International Company

Job Type

Permanent Full-time

Location

Saitama Prefecture

Salary

9 million yen ~ 16 million yen

Work Hours

09:00 ~ 17:30

Holidays

【有給休暇】初年度 24日 4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 ※試用期間内で1か月1日間...

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 NJB2195529】

<Essential responsibilities and duties>

The main missions of the role are to:

Acts as a HRBP for a large matrix organization with a focus on Management Development and Talent Acquisition

Purpose Talent Development and Acquisition role is instrumental in deployment of all aspects of talent management including

strategic talent reinforcements/staffing Performance Management Talent Review process deployment Succession management and high potentials / high professionals talent development. This role acts as key interface between region and global teams to deploy global processes programs for improving the capability of the Japan organization.

Reporting to: Deputy HR Director Japan Division and BG HR Director

Key roles and responsibilities :

- Develop and implement recruitment strategies to attract top talent including sourcing interviewing and selection
- Utilize innovative sourcing methods to attract top talent including social media employee referrals and personal network
- Closely partner with the hiring teams to understand their hiring needs and develop effective recruitment plans; experienced in RPO management
- Drive and ensure sustainable improvements in initiatives and results for Diversity Inclusion injecting fresh and potential talent
- Deploy global talent review process to identify calibrate high potentials and devise development plans to improve readiness of talent
- Set robust talent review routines for functions sites to ensure continuous focus on talent management in the organization
- Deploy our University global programs for the company talents and co design deploy specific local learning programs
- Drive strong focus on engagement and retention initiatives in the region
- Lead and manage a 3 people talent team as well as a RPO team providing guidance coaching and support to ensure the team meets their talent management and recruitment targets

Required Skills

【必須要件】

Qualifications

- Education: Bachelor's degree and above
- English level: Business
- Japanese level: Business

Experience:

- Minimum 8 10 years of experience in Talent Development/Talent Acquisition/HR is preferred
- Understanding of HR Controlling budgeting is a strong plus point

Skills and competencies:

- Business fluency in both Japanese and English is a must. Effective communication and presentation skills.
- Solid knowledge of MS Office products including Excel Word PowerPoint and Outlook
- Ability to build relationships across all levels of the organization
- High degree of inter cultural awareness and agility
- Must be able to manage multiple tasks simultaneously
- Good team player in Japanese business environment

【好ましい人物像】

Skills and competencies:

- Adaptability to global setup with respect to diversity
- Self motivated collaborative proactive and positive attitude
- Results orientation

Company Description

ご紹介時にご案内いたします