



People Partner Japan

外資系リテールビジネス企業での募集です。HRBPのご経験のある方は歓迎です。

Job Information

Recruiter

JAC Recruitment Co., Ltd.

Hiring Company

外資系リテールビジネス企業

Job ID

1488455

Industry

Restaurant, Food Service

Company Type

International Company

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

6 million yen ~ 12 million yen

Work Hours

09:00 ~ 18:00

Holidays

【有給休暇】有給休暇は試用期間満了後から付与されます 入社7ヶ月目には最低10日以上 【休日】完全週休二日制 土日祝日 G...

Refreshed

November 7th, 2024 07:00

General Requirements

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Native

Minimum Education Level

High-School

Visa Status

Permission to work in Japan required

Job Description

【求人No NJB2218587】

You will:

- Act as the first contact for the People Team supporting both business leaders and employees.
- Provide appropriate advice and consultation to leaders in decision making and solving thorny employee issues and situations.
- Find and establish ways to make every aspect of the employee lifecycle a great employee experience from

onboarding to offboarding and everything in between

- Partner with functional leadership to set and implement talent acquisition strategies and talent sourcing programs to meet the business and operational needs of a complex organization
- Lead full life cycle TA process from requisition posting through sourcing and offer acceptance
- Conduct to the development of People programs and processes such as succession planning learning and development recognition programs etc.
- Deliver appropriate coaching and developmental feedback to our leaders and team members
- Ensure employee health and safety in the workplace (e.g. conduct stress check test health and safety committee meetings) and support mental health care in collaboration with industrial doctors.
- Partner investigate and resolve employee relations matters and investigations including workplace conflicts or allegations of policy and/or legal violations; work to ensure issues are properly identified reported investigated and resolved
- Advise and support employee on specific company policy and procedure questions
- Maintain regulatory and compliance practices in areas of support
- Collaborate with HQ counterparts and lead implementation as owner of several global HR projects.
- Draft review and update Employee Relations and People (HR) related communications

You are:

- Able to combine great people intuition business judgment and discretion in your decision making
- A deeply empathetic listener who people naturally trust and seek out for help or another perspective
- Collaborative and build trust based relationships with executives leaders and employees
- Adept at recommendations to effectively resolve problems or issues; using judgment that is consistent with Blue Bottle culture as well as standards practices and/or employment law
- Comfortable with ambiguity rapidly changing environments and building from scratch

Required Skills

You have:

- 5+ years experience as an HR generalist or Business Partner ideally in consumer retail food/beverage and/or production facilities
- Strong knowledge of labor/employment laws and practices Japan specific risk and HSE.
- Broad familiarity with general HR disciplines and best practices (i.e. TA TD C B OD) and ability to apply practices with judgment to specific situations
- Ability to communicate (reading writing and speaking) clearly and effectively in English and Japanese
- Specific experience with employee relations and navigating difficult situations and conversations
- Superb judgment

Company Description

ご紹介時にご案内いたします