



【1500～2000万円】 シニアHRBP

外資系ITソフトウェア企業での募集です。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ITソフトウェア企業

Job ID

1490444

Industry

Software

Company Type

International Company

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

15 million yen ~ 20 million yen

Work Hours

09:00 ~ 17:30

Holidays

【有給休暇】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 年末年始 ※入社月により付与日数が異なり、初...

Refreshed

January 2nd, 2025 01:00

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 NJB2244469】

■About The Job

The Japan HR Business Partner is an internal consultant providing an enabling business partnership role to leaders and managers in Japan by embedding the company's corporate HR strategy and employee experience into the culture and leadership behaviours.

The role is a trusted partner in the aligned local leadership team. They own the local client relationship and provide the 'voice of the customer' back to the Function HRBPs Region HRBP and respective COEs.

HRBP supports client's team organization effectiveness by addressing the people challenges and developing and implementing solutions aligned to strategy. Supported by data and analytics provides professional HR guidance and support to the clients with advice programmes and value added interventions.

■ Principle Responsibilities

- Contributes to the business strategy by helping business leaders in Japan to identify prioritise and build organisational capabilities behaviours structures and processes with overall aim being to create the best Employee Experience and help the company win in the marketplace
- Understands key business performance targets and their related talent implications with business leaders in Japan
- Understands and anticipates the need for change diagnoses the underlying issues and builds the case for change with stakeholders. Builds frameworks to plan and manage the continuous process of change including dependencies risks potential scenarios and options to mitigate etc.
- Facilitates and embeds HR initiatives aligned with the business agenda of local leaders
- Supports the local leaders in forecasting and planning their talent pipeline requirements in line with the function or business strategy
- Partners with Function HRBP and HR COEs to provide support on the design and implementation of new and cyclical programmes at the local level
- Partners with the Function HRBP and HR COEs to identify and oversee the implementation of training and development at the local level
- Partner with Reward CoE to ensure that the Reward (compensation and benefits) of Japan are competitive ensuring equity externally and internally across functions/BU
- Assists local leaders in providing employees with development opportunities that aligned with current and future business needs
- Develops and promotes ongoing feedback mechanisms for employees to influence the continuous improvement of HR services and processes
- Facilitates a strong leadership and coaching culture
- Provides expert advice and coaching to local leaders on people management issues; including employee relations matters grievances handling talent opportunities and challenges talent engagement etc.
- Provides data insight on employee engagement; guides and supports local leaders on actions required to address gaps to improve the overall engagement in Japan
- Understands and solicits employee opinions and anticipates their needs and concerns
- Identifies and drives sharing of best practices across Japan to facilitate continuous improvement
- Acts as a liaison between the local leaders and HR to ensure that HR strategy and services are aligned with internal client needs
- Builds relationships and form alliances with external counterparts communities of practice and stakeholders to scan for innovations and improvement opportunities
- Shares knowledge of progressive HR practices and key trends
- Leads /supports specific projects as determined in the HR strategic plan

Required Skills

■ Essential Competencies Knowledge Skills And Experience

- Full work rights in Japan is required with fluent command of the Japanese language is essential
- Strong partnership skills
- Strong business acumen
- Strong influencing skills to influence Japan leaders
- Problem solving skills
- Clear comprehensive understanding of the link between talent reward and other HR initiatives and business strategy
- Ability to recognize trends and develop recommendations based on data analysis
- Ability to engage inspire and influence people
- Effective team player and networker
- Strong collaboration interpersonal communication skills
- Knowledge of HR policies processes and talent management practices

Company Description

ご紹介時にご案内いたします