



HR Business Partner | 戦略◎ 組織開発◎ パフォーマンス・マネジメント◎ 組織改革◎

世界有数のメディアエージェンシーで革新的な人事戦略を開発・実行するチャンス。

## Job Information

### Hiring Company

GroupM Japan K.K.

### Job ID

1499435

### Industry

Advertising, PR

### Company Type

International Company

### Job Type

Permanent Full-time

### Location

Tokyo - 23 Wards

### Salary

8 million yen ~ 10 million yen

### Refreshed

December 20th, 2024 01:00

## 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

Human Resources | Hybrid Remote, Tokyo, Japan

### Overview of job

GroupM is looking for a highly motivated HR professional to join this fast-paced media agency. The HR Business Partner (HRBP) will closely work with senior management and department heads to understand their business needs and objectives, ensuring that HR strategies and practices are aligned with business goals.

The HRBP will, but not limited to, develop and implement an innovative people and culture strategy, manage performance management, develop talent, manage the strategic staffing and employee relations to support one of the worlds' leading media agencies.

You will contribute at both hands-on and strategic levels to cultivate an open and collaborative culture that ensures the employee experience is prioritized. This position will be a perfect fit for someone who wants to stretch and grow in a rapidly growing global organization as HR Professional. This position reports to Head of People, GroupM Japan.

## **Key Responsibilities**

### Strategy

- Identify and address HR topic to achieve business goals.
- Develop and execute HR strategy.
- Manage workforce planning and the strategic staffing.

### Organizational Development

- Identify and address organizational development needs.
- Drive initiatives that enhance employee engagement and organizational effectiveness.
- Evaluate and upgrade all the initiatives based on feedback and data analysis.

### Performance Management

- Oversee the performance management process, including goal setting, performance reviews, and feedback.
- Support managers in conducting effective performance evaluations and providing constructive feedback.
- Analyze performance data to identify trends and design initiative for the improvement.

### Change Management

- Build strong relationship with key stakeholders to ensure alignment and support.
- Design communication plan and execute effectively.

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## **Required Skills**

### **What you will need**

- 5+ years of relevant HR experience including 3+ years of HRBP experience supporting business unit/function.
- Proven experience and knowledge of HR theory and practices.
- Demonstrated ability to coach managers.
- Strong communication and interpersonal skills, the ability to influence at all levels of an organization.
- Excel in driving change by collaborating with the team and enjoying the process with a positive mind always.
- Project management skills with the ability to manage multiple initiatives simultaneously in driving organizational change.
- Ability to understand the business and be solutions focused.
- Creative problem-solving skills and a passion for employees' and organizational development.
- Resilience to thrive in matrix, high paced environment where priorities are constantly shifting.
- Business Level English and Japanese languages

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## **Company Description**