



【1200～1600万円】 Sr. HR Business Partner

世界トップのECサイトでの募集です。HRBPのご経験のある方は歓迎です。

## Job Information

**Recruiter**

JAC Recruitment Co., Ltd.

**Hiring Company**

世界トップのECサイト

**Job ID**

1505772

**Industry**

Distribution

**Company Type**

International Company

**Job Type**

Permanent Full-time

**Location**

Tokyo - 23 Wards

**Salary**

12 million yen ~ 16 million yen

**Work Hours**

09:00 ~ 18:00

**Holidays**

【有給休暇】初年度 14日 4か月目から 【休日】完全週休二日制 土 日 祝日 ■休暇（1）年次有給休暇...初年度 最大14日...

**Refreshed**

December 19th, 2024 16:00

## 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 NJB2264999】

- ・ Apply business knowledge to work with management to develop and drive organization and people strategies solutions and plans.
- ・ Partner with business on organizational design workforce planning succession planning talent management and competency development to optimize for business objectives.
- ・ Set HR strategy and goals integrating HR/Amazon organization wide priorities.

- Partner with the business to lead both annual and mid year review processes which focus on talent development and performance management.
  - Provide management coaching to business leaders and help drive leader/manager onboarding in line with Amazon's Leadership Principles.
  - Assess business' people enablement needs and facilitate sessions as appropriate.
  - Review and analyze business and people metrics including data on retention and builder experience in order to recommend systemic improvements.
  - Provide compensation counsel and support including compensation planning promotions and job leveling.
  - Work with leaders managers and builders to address various type of builder relations issues fairly representing all interests.
  - Liaise with COEs to build and drive people agenda and implement policy and practices.
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## Required Skills

### [Basic Qualifications]

Bachelor's Degree or certification in Human Resources Management or related field.

At least 10 years of experience in a HRBP role.

Broad knowledge and experience in human resource management.

Experience partnering with multiple business leaders in a complex and fast paced business setting which is in high growth mode.

Strong business partnering skills and HR and business acumen including problem solving skills critical thinking abilities coaching skills project management abilities.

Experience and knowledge of Japan labor laws and contexts.

Language: Business Proficiency in Japanese English

### [Preferred Qualifications]

Experience working in a high tech environment

Experience delivering and facilitating training

Team building and team development capabilities

Change management capabilities

Ability to influence and partner with different levels of the organization and across countries to achieve results

Ability to work independently

Excellent communication (verbal written and listening) and presentation skills

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## Company Description

ご紹介時にご案内いたします