



## 【1200～1600万円】HR Partner Manager

世界トップ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ECサイト

#### Job ID

1505773

#### 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

January 30th, 2025 09:00

### 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 NJB2265059】

- ・ Lead a team of HR Partners who act as consultants to people managers and their team members. The HRP team provides coaching feedback and development to grow the skills and leadership capabilities of the business leader and their teams.
- ・ Demonstrate strong business and HR acumen analytical capabilities using data driven insights to influence business partners and make high judgment decisions. Expertly apply the Japan labor laws and policies to guide leaders in creating an inclusive work environment.

- Demonstrate understanding of performance and leadership bar and effectively apply to hiring decisions assessments and development of direct reports.
  - Partner with business leaders and HR teams to champion organizational and people focused initiatives such as talent management succession planning and skills development. Drive HR projects and key initiatives at the country and regional level when needed.
  - Dive deep into HR issue categories to identify opportunities for standardization and continuous improvement in talent management and operational processes. Promote internal efficiencies and effective employee engagement mechanisms.
  - Exhibit excellent communication coaching and influencing skills to navigate ambiguous situations and drive strategic HR priorities with diverse stakeholders across locations.
  - Serve as a role model for leadership principles and champion inclusiveness.
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### Required Skills

- Significant experience in HR in a highly matrixed fast paced and innovative environment.
  - Proven track record of impactful business partnership and people leadership.
  - Strong project management and execution expertise.
  - Fluency in both English and Japanese encompassing both written and spoken.
  - Agility to thrive in a dynamic customer obsessed culture.
  - Skilled in applying critical thinking problem solving and data driven decision making.
  - Experience coaching and developing high performing teams.
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### Company Description

ご紹介時にご案内いたします