



HRBP (課長・部長)

Job Information

Recruiter

[iWill Capital G.K.](#)

Job ID

1511503

Industry

Automobile and Parts

Company Type

Large Company (more than 300 employees) - International Company

Non-Japanese Ratio

About half Japanese

Job Type

Permanent Full-time

Location

Kanagawa Prefecture, Kawasaki-shi Takatsu-ku

Salary

10 million yen ~ 18 million yen

Refreshed

January 16th, 2025 09:00

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Executive

Minimum English Level

Fluent (Amount Used: English usage about 50%)

Minimum Japanese Level

Native

Other Language

Chinese (Mandarin) - Business Level

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

Position Summary:

The HRBP serves as a strategic partner and trusted advisor to the leadership team members of the Automotive Business Unit and their direct reports, with responsibility for a wide range of HR activities.

This position will report to the Senior Manager HRBP (HRBP Head), Automotive JASEAN.

Key Responsibilities:

- Working as the ASEAN Automotive HRBP lead, overseeing the Thailand plant and sales offices across five countries.
- Acting as a member of the BU HR team to design and deliver strategic talent management and organizational effectiveness
- Supporting the JASEAN HRBP Head in related HR initiatives across Japan and ASEAN.
- Partnering with BU leadership teams to analyze and prioritize critical business challenges and deploy appropriate HR interventions.
- Collaborating with the HR Solutions organization and HR COEs to ensure effective delivery of HR services aligned with the BU's strategic objectives.
- Contributing to the continuous improvement and realization of the HR operating model to achieve operational excellence.

Required Skills

- Education: Bachelor's degree or above; a major in HR or a related field is preferred.
- HR Generalist Experience: At least 6+ years of experience covering Talent Management, HR Operations, Compensation & Benefits, Employee Relations, and Labor Relations (including works councils and unions in various countries).
- HR Business Partnering: Demonstrated experience as an HRBP in organizations with diverse business models and complexity, focusing on HR strategy and delivering results through collaboration with HR COEs and HR
- OD and TM Expertise: Solid experience in Organizational Design and Talent Management Development.
- Regional/Global Exposure: Experience working in large global or international organizations.
- Language Skills: Fluent in both written and spoken English and Japanese.

Company Description