



HRBP - Urgent ASAP start 👍 独占求人

募集職種

派遣会社

ランスタッド株式会社 プロフェッショナル事業本部

求人ID

1449783

業種

小売

会社の種類

大手企業 (300名を超える従業員数) - 外資系企業

雇用形態

派遣

勤務地

東京都 23区

給与

550万円 ~ 650万円

時給

3000JPY/hr

更新日

2024年07月24日 03:00

応募必要条件

職務経験

6年以上

キャリアレベル

中途経験者レベル

英語レベル

ビジネス会話レベル

日本語レベル

ネイティブ

最終学歴

大学卒：学士号

現在のビザ

日本での就労許可が必要です

募集要項

Key Responsibilities

- Key responsibility 1: HR Planning
- Discuss and agree with the management forecasting and planning of talent pipeline requirements
- Contribute to the business strategy by advising business leaders to identify, prioritize, and build organizational capabilities, behaviors, structures, and processes
- As HRBP, provide HR specialist advice and direction to the leaders

- Lead/ participate in cross company activities & strategic direction
- Key responsibility 2: Recruiting & Staffing
- Create annual staffing plan with the business and recruiting strategy with Talent Acquisition
- Ensure job descriptions are completed and updated for all positions
- Interview candidates to appropriately assess their competencies, potential and company fit
- Manage internal transfers to foster effective cross-functional/ global mobility
- Manage issues in staffing, including termination and redundancy, by minimizing legal risk
- Key responsibility 3 : Performance Management
- Implement performance management practices in line with the central guidelines and Richemont regional guidelines
- Guide and coach managers to properly execute annual performance management process
- Provide advice to managers on handling performance issues and corrective action process
- Key responsibility 4: Talent Management & Development
- Implement annual Career Committee with the management to assess employees' potential and decide potential rating to identify future talent
- Provide advice to managers for developing and implementing individual development plans
- Update potential rating and succession data in SAP HR for management reporting
- Advise Talent Management/ Learning & Development/ Organization Development any employee development/ organisation development needs to be covered
- Key responsibility 5: Compensation & Benefits
- Execute the merit and promotional increase process
- Provide advice on compensation and incentive to the management to add competitive advantage
- Ensure alignment of compensation & benefits practices with Richemont regional practices
- Provide employee feedback on the benefit program to Compensation & Benefits
- Key responsibility 6: Employee Relations
- Implement HR strategies to drive divisional change initiatives
- Ensure an open employee communication process and employee and management relations
- Improve working environment/ conditions with the divisional management
- Give advice to employees across all levels to address/ prevent employee issues

スキル・資格

Required Skills

- Understanding of Labour Law, Compensation & Benefit, HR operations, and its hands-on implementation
- 5+ years of HR experience for Mgr, 2-3 years for Assistant Mgr
- Fluent Japanese / Business Level English
- University degree
- Intermediate PC skills (Word/Excel/PowerPoint)

Required Competencies

- High Communication skill
- Team player with "Can-do" attitude
- Customer Focus and Building trusting relationship with others
- Confidentiality, accuracy, time management skill
- Flexible and positive
- Growth mindset
- Self-management

会社説明

RANDSTAD connects great people with great companies, making the right human connections to create winning teams.

Randstad may be a recent name in Japan, but we've been supporting candidates and clients in Japan for more than 25 years.

With humble roots in the Netherlands in 1960, Randstad grew from a small, local staffing company into a global leader in HR solutions, covering 39 countries.

Randstad Japan, a premier HR Professional Services company is growing its Professionals (mid-career / executive search) recruitment division rapidly from 2014. We're looking for passionate, ambitious team-players who are ready to bring their career to the next level. With 117 offices located across Japan, a wide-ranging client network across industries and functions,

Randstad is well-positioned to grow its recruitment presence in Japan.