



## People Partner Japan

外資系リテールビジネス企業での募集です。HRBPのご経験のある方は歓迎です。

### 募集職種

#### 人材紹介会社

株式会社ジェイ エイ シー リクルートメント

#### 採用企業名

外資系リテールビジネス企業

#### 求人ID

1483267

#### 業種

レストラン・フードサービス

#### 会社の種類

外資系企業

#### 雇用形態

正社員

#### 勤務地

東京都 23区

#### 給与

600万円 ~ 900万円

#### 勤務時間

09:00 ~ 18:00

#### 休日・休暇

【有給休暇】有給休暇は試用期間満了後から付与されます 入社7ヶ月目には最低10日以上 【休日】完全週休二日制 土日 祝日 G...

#### 更新日

2024年07月05日 13:00

### 応募必要条件

#### 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

高等学校卒

#### 現在のビザ

日本での就労許可が必要です

### 募集要項

【求人No NJB2218587】

You will:

- Act as the first contact for the People Team supporting both business leaders and employees.
- Provide appropriate advice and consultation to leaders in decision making and solving thorny employee issues and situations.
- Find and establish ways to make every aspect of the employee lifecycle a great employee experience from

onboarding to offboarding and everything in between

- Partner with functional leadership to set and implement talent acquisition strategies and talent sourcing programs to meet the business and operational needs of a complex organization
- Lead full life cycle TA process from requisition posting through sourcing and offer acceptance
- Conduct to the development of People programs and processes such as succession planning learning and development recognition programs etc.
- Deliver appropriate coaching and developmental feedback to our leaders and team members
- Ensure employee health and safety in the workplace (e.g. conduct stress check test health and safety committee meetings) and support mental health care in collaboration with industrial doctors.
- Partner investigate and resolve employee relations matters and investigations including workplace conflicts or allegations of policy and/or legal violations; work to ensure issues are properly identified reported investigated and resolved
- Advise and support employee on specific company policy and procedure questions
- Maintain regulatory and compliance practices in areas of support
- Collaborate with HQ counterparts and lead implementation as owner of several global HR projects.
- Draft review and update Employee Relations and People (HR) related communications

You are:

- Able to combine great people intuition business judgment and discretion in your decision making
- A deeply empathetic listener who people naturally trust and seek out for help or another perspective
- Collaborative and build trust based relationships with executives leaders and employees
- Adept at recommendations to effectively resolve problems or issues; using judgment that is consistent with Blue Bottle culture as well as standards practices and/or employment law
- Comfortable with ambiguity rapidly changing environments and building from scratch

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## スキル・資格

You have: ● 5+ years experience as an HR generalist or Business Partner ideally in consumer retail food/beverage and/or production facilities ● Strong knowledge of labor/employment laws and practices Japan specific risk and HSE. ● Broad familiarity with general HR disciplines and best practices (i.e. TA TD C B OD) and ability to apply practices with judgment to specific situations ● Ability to communicate (reading writing and speaking) clearly and effectively in English and Japanese ● Specific experience with employee relations and navigating difficult situations and conversations ● Superb judgment

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## 会社説明

ご紹介時にご案内いたします