

HRBP - After Sales Business Unit support - Watch & Jewelry

HRBP - Watch & Jewelry

募集職種

人材紹介会社

マイケル・ページ・インターナショナル・ジャパン株式会社

求人ID

1484556

業種

小売

雇用形態

正社員

勤務地

東京都 23区

給与

1100万円 ~ 1400万円

更新日

2024年06月26日 17:10

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

流暢

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

As the HR Business Partner (HRBP) for the After Sales Function, you will play a pivotal role in supporting and enhancing our post-sales service operations. You will collaborate closely with managers and employees to drive HR initiatives that align with business objectives and foster a positive and productive work environment.

Client Details

The client is a prestigious European watch and jewelry company renowned for their craftsmanship and luxury products. Operating in Tokyo, Japan, this parent company of several popular brands combines tradition with innovation to deliver exceptional quality and service to our discerning clientele.

Description

• Employee Relations:

- Serve as a trusted advisor to managers, HR counterparts and employees on HR-related matters.
- Handle employee relations issues effectively and in compliance with company policies and local regulations.
- Implement strategies to promote employee engagement and retention within the After Sales team.

- **Talent Management:**

- Partner with the global HR team to execute talent acquisition strategies, including recruitment and onboarding for After Sales positions.
- Develop and implement training programs to enhance technical skills and customer service excellence among After Sales personnel.
- Conduct performance management processes and facilitate career development discussions.

- **HR Operations and Compliance:**

- Support HR operations for the After Sales function, including payroll, benefits administration, and HRIS maintenance.
- Ensure compliance with local labor laws and company policies.
- Support the implementation of global HR initiatives and policies within the Tokyo office.

- **Organizational Development:**

- Collaborate with senior management to drive organizational effectiveness and change initiatives.
- Analyze HR metrics and trends to provide insights for decision-making and continuous improvement.
- Facilitate workshops and team-building activities to promote a cohesive and high-performing After Sales team.

Job Offer

- competitive salary packages
- retirement savings plans
- performance-based bonuses and incentives
- opportunities for professional development through training programs, workshops, and seminars
- access to the company's Talent Development Program, which supports career growth and mobility within the organization
- generous discounts on products across the company's various brands
- flexible working arrangements
- networking events, social gatherings and employee appreciation activities
- opportunities for international assignments and transfers across the company's global network of brands and offices
- employee assistance programs to support personal and professional challenges
- access to exclusive events and brand experiences
- comprehensive health insurance coverage
- wellness programs
- work from home options

To apply online please click the 'Apply' button below. For a confidential discussion about this role please contact Jeff Henderson on +813 6627 6055

スキル・資格

- Bachelor's Degree
- fluency in Japanese with business level English or above
- proven HR Business Partnering experience in a similar HR role
- luxury or retail industry experience preferred but not required
- knowledge of Japanese labor laws and best HR practices
- strong interpersonal and communication skills, with the ability to engage with stakeholders and build relationships at all levels of the organization
- strategic thinker with the ability to align business needs and directives into HR initiatives

会社説明

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