



【900～1600万円】 ※HR Senior Manager Management Development

フランス系外資自動車関連グローバルメーカーでの募集です。採用のご経験のある方...

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

フランス系外資自動車関連グローバルメーカー

求人ID

1487881

業種

自動車・自動車部品

会社の種類

外資系企業

雇用形態

正社員

勤務地

埼玉県

給与

900万円～1600万円

勤務時間

09:00～17:30

休日・休暇

【有給休暇】初年度 24日 4か月目から 【休日】完全週休二日制 土 日 祝日 夏季休暇 年末年始 ※試用期間内で1か月1日間...

更新日

2024年08月01日 15:09

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

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

【求人No NJB2195529】

<Essential responsibilities and duties>

The main missions of the role are to:

Acts as a HRBP for a large matrix organization with a focus on Management Development and Talent Acquisition

Purpose Talent Development and Acquisition role is instrumental in deployment of all aspects of talent management including

strategic talent reinforcements/staffing Performance Management Talent Review process deployment Succession management and high potentials / high professionals talent development. This role acts as key interface between region and global teams to deploy global processes programs for improving the capability of the Japan organization.

Reporting to: Deputy HR Director Japan Division and BG HR Director

Key roles and responsibilities :

- Develop and implement recruitment strategies to attract top talent including sourcing interviewing and selection
- Utilize innovative sourcing methods to attract top talent including social media employee referrals and personal network
- Closely partner with the hiring teams to understand their hiring needs and develop effective recruitment plans; experienced in RPO management
- Drive and ensure sustainable improvements in initiatives and results for Diversity Inclusion injecting fresh and potential talent
- Deploy global talent review process to identify calibrate high potentials and devise development plans to improve readiness of talent
- Set robust talent review routines for functions sites to ensure continuous focus on talent management in the organization
- Deploy our University global programs for the company talents and co design deploy specific local learning programs
- Drive strong focus on engagement and retention initiatives in the region
- Lead and manage a 3 people talent team as well as a RPO team providing guidance coaching and support to ensure the team meets their talent management and recruitment targets

スキル・資格

【必須要件】

Qualifications

- Education: Bachelor's degree and above
- English level: Business
- Japanese level: Business

Experience:

- Minimum 8 10 years of experience in Talent Development/Talent Acquisition/HR is preferred
- Understanding of HR Controlling budgeting is a strong plus point

Skills and competencies:

- Business fluency in both Japanese and English is a must. Effective communication and presentation skills.
- Solid knowledge of MS Office products including Excel Word PowerPoint and Outlook
- Ability to build relationships across all levels of the organization
- High degree of inter cultural awareness and agility
- Must be able to manage multiple tasks simultaneously
- Good team player in Japanese business environment

【好ましい人物像】

Skills and competencies:

- Adaptability to global setup with respect to diversity
- Self motivated collaborative proactive and positive attitude
- Results orientation

会社説明

ご紹介時にご案内いたします