



【1200～1600万円】 Sr. HR Business Partner

世界トップのECサイトでの募集です。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

世界トップのECサイト

求人ID

1505772

業種

流通

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

1200万円～1600万円

勤務時間

09:00～18:00

休日・休暇

【有給休暇】初年度 14日 4か月目から 【休日】完全週休二日制 土 日 祝日 ■休暇（1）年次有給休暇...初年度 最大14日...

更新日

2024年12月19日 16:00

#### 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

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 NJB2264999】

- ・ Apply business knowledge to work with management to develop and drive organization and people strategies solutions and plans.
- ・ Partner with business on organizational design workforce planning succession planning talent management and competency development to optimize for business objectives.
- ・ Set HR strategy and goals integrating HR/Amazon organization wide priorities.

- Partner with the business to lead both annual and mid year review processes which focus on talent development and performance management.
  - Provide management coaching to business leaders and help drive leader/manager onboarding in line with Amazon's Leadership Principles.
  - Assess business' people enablement needs and facilitate sessions as appropriate.
  - Review and analyze business and people metrics including data on retention and builder experience in order to recommend systemic improvements.
  - Provide compensation counsel and support including compensation planning promotions and job leveling.
  - Work with leaders managers and builders to address various type of builder relations issues fairly representing all interests.
  - Liaise with COEs to build and drive people agenda and implement policy and practices.
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## スキル・資格

### 【Basic Qualifications】

Bachelor's Degree or certification in Human Resources Management or related field.

At least 10 years of experience in a HRBP role.

Broad knowledge and experience in human resource management.

Experience partnering with multiple business leaders in a complex and fast paced business setting which is in high growth mode.

Strong business partnering skills and HR and business acumen including problem solving skills critical thinking abilities coaching skills project management abilities.

Experience and knowledge of Japan labor laws and contexts.

Language: Business Proficiency in Japanese English

### 【Preferred Qualifications】

Experience working in a high tech environment

Experience delivering and facilitating training

Team building and team development capabilities

Change management capabilities

Ability to influence and partner with different levels of the organization and across countries to achieve results

Ability to work independently

Excellent communication (verbal written and listening) and presentation skills

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## 会社説明

ご紹介時にご案内いたします