

## Job Detail

Manager Level

Position Title	Retail HRBP
Recruiter Company	Cornerstone Recruitment Japan K.K.
Company Name	Company name is private
Activated / Updated	2024-03-06 / 2024-03-07
Job Type	General Affairs/HR/Legal - HR (Recruiting) General Affairs/HR/Legal - HR/Personnel Labor (Payroll/Benefits) General Affairs/HR/Legal - HR ( Institution-building )
Industry	Fashion/Apparel/Accessory
Location	Asia Japan Tokyo
Job Description	<p><b>【JOB RESPONSIBILITIES】</b></p> <p>HR Planning - Discuss and align with the retail management on forecasting and planning of talent pipeline requirements - As Retail HRBP, provide HR specialist advice and direction to the leaders</p> <p>Retail Talent Acquisition - Create annual staffing plan with the business and recruiting strategy with Talent Acquisition - Interview candidates to appropriately assess their competencies, potential and company fit</p> <p>Performance Management - Upgrade and Implement performance management practices in line with the central HQ and the Japan branch guidelines</p> <p>Compensation &amp; Benefits - Support Senior HRD and C&amp;B Specialist for salary survey, market trends to adjust C&amp;B policies and procedures</p> <p>Employee Relations - Ensure an open employee communication process and employee and management relations</p>
Company Info	<p><b>【COMPANY OVERVIEW】</b></p> <p>Italian Luxury Brand</p>
Qualifications	<p><b>【REQUIREMENTS】</b></p> <p>BS in Business Administration and Human Resources or BA in Humanities</p> <p>Understanding of Labor Law, Compensation &amp; Benefit, HR Operations, and its hands-on implementation</p> <p>5+ years of overall HR experience and minimum 3 years of HRBP experience</p> <p>Native Japanese and Business Level English</p> <p>Advanced PC skills (Word/Excel/PowerPoint)</p>
English Level	Business Conversation Level (TOEIC 735-860)
Japanese Level	Native Level
Salary	Depends on experience