

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>【JOB RESPONSIBILITIES】</p> <p>HR Planning</p> <ul style="list-style-type: none">- 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>Retail Talent Acquisition</p> <ul style="list-style-type: none">- 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>Performance Management</p> <ul style="list-style-type: none">- Upgrade and Implement performance management practices in line with the central HQ and the Japan branch guidelines <p>Compensation & Benefits</p> <ul style="list-style-type: none">- Support Senior HRD and C&B Specialist for salary survey, market trends to adjust C&B policies and procedures <p>Employee Relations</p> <ul style="list-style-type: none">- Ensure an open employee communication process and employee and management relations
Company Info	<p>【COMPANY OVERVIEW】</p> <p>Italian Luxury Brand</p>
Qualifications	<p>【REQUIREMENTS】</p> <p>BS in Business Administration and Human Resources or BA in Humanities</p> <p>Understanding of Labor Law, Compensation & 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