

Axis Communications, HR Business Partner (Permanent, Full-Time)

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Company name

Axis Communications K.K.

Job description

Job Description for HR Business Partner, Japan (Permanent, Full-Time)

The HR Business Partner, Japan is responsible for all HR-related tasks for our Axis KK offices.

The Axis KK offices comprise both the Japan Sales Region and some APAC Head Regional colleagues. The HR Business Partners role is both strategic and operational in nature. This role is also a member of the Japan Sales Region management team reporting to the Regional Director, Japan. As a member of the management team, you will actively contribute towards a sustainable growth strategy for our Japan Sales Region.

As the HR BP, you will be in charge of setting and implementing the strategic dimension of the HR policies and building up an HR function that fully supports the strategy. You will also be carrying out the very operational aspects of everyday life according to local labour legislation and practices, Head Regional needs, and corporate guidelines. Very importantly, you will carry out your role in a manner that demonstrates that you are the company's Core Values ambassador who leads by example. You will also ensure that the Axis Core Values and culture are kept alive and thriving in Axis KK.

You are a part of the Axis Asia Pacific HR community where you will have a great opportunity to build and influence our regional HR agenda. You will be expected to contribute to the development of the overall HR function by sharing best practices and working on global projects as well as developing the team and individuals so that we, in line with our business objectives, together can grow our business in the best possible way.

The position is based in Tokyo, Japan. Business travel within the region, APAC head regions, and HQ in Sweden will be considered a natural part of the job.

You will report to the Regional Director and have a dotted line to the APAC HR organization, indirectly reporting to HR Director APAC

Responsibilities

- Drive and take responsibility for the HR agenda in the region.
- Be the bearer of our company culture by representing our core values.
- Proactively and positively collaborate and partner with the Regional Director and the Management team to lead the business' growth agenda.
- Work closely with management and employees, exercising good judgment, and providing hands-on and strategic input, insight, and advice on people-related issues such as conflict management, talent management, etc.
- Build up the HR function by reviewing, developing, and establishing regional HR processes and policies.
- With your HR expertise support the organization in all the aspects of HR Management (recruitment process, performance engagement, salary reviews, induction of new employees, compensation & benefits, training, development and succession, advice and interpretation of legislation to support managers when making people decisions
- Actively engage with the Asia Pacific HR and Head Region HR colleagues. Work with, support, and cooperate on various aspects to benefit the overall APAC region.
- Represent the region and head region internally with Group HR in Lund or other Head Regions as required, sharing ideas and best practices.
- Participate in and manage global, regional or local HR-related projects assigned by the Regional Director or/and APAC HR Director.

Profile (Qualifications for this job)

- You hold personal values that align with our organizational values (open, humble, inclusive, think big, a team player.)
- Proven interpersonal, problem-solving, and communication skills.
- Proven leadership and collaboration skills
- You have broad HR experience from working in an international and dynamic environment.
- Graduate with a relevant Degree (e.g. Business Administration, Labor Law, or HR).
- You are fluent in business English and Japanese.

If you are interested in this position, please apply from [here](#)!

Email

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