

Leasing Manager | 店舗の出店計画 ◆ 店舗やオフィスのリーシング経験者歓迎 ◆ アパレル／リテール業界あれば尚可

★世界的に有名なファッションブランド★フレンドリーかつバイリンガルな職場環境

Job Information

Hiring Company

H&M Hennes & Mauritz Japan KK

Job ID

1489904

Industry

Apparel, Fashion

Company Type

Large Company (more than 300 employees) - International Company

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards, Shibuya-ku

Salary

Negotiable, based on experience

Refreshed

September 16th, 2025 04:00

General Requirements

Minimum Experience Level

Over 3 years

Career Level

Executive

Minimum English Level

Business Level

Minimum Japanese Level

Native

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

As the **Leasing Manager**, you are responsible for the management of the store portfolio in a specific geographic region or country. You are responsible for enabling long-term growth by finding top locations for new stores; obtaining the best possible deals by negotiating lease contracts with property owners; active portfolio management of the existing portfolio, including optimizations, renegotiations, etc. The role of Lease Manager is about internal and external collaboration, anticipating developments within our industry, and taking into consideration how much the world changes all the time. You support all brands in your market in enabling their brand plans and growth.

You are ambitious, self-driven, competitive, and humble, you value taking responsibility and are motivated by creating change. You work strategically and have a multibrand and multichannel perspective. You have strong analytical skills and a track record of results. You are resilient when faced with business challenges and are open to feedback. You have strong communication skills and the ability to convince. You are socially confident in negotiations and are not afraid to leave your comfort zone. You are an informal leader and collaborate well in teams. You represent our brands towards landlords and other external parties with a high level of professionalism and always in line with the Code of Ethics.

Key responsibilities:

- Drive growth by maintaining a current brand roadmap, understanding local customer behavior and competition, and

managing a diverse pipeline of opportunities.

- Optimize sales, location, and profitability for each deal, set ambitious targets, negotiate professionally, analyze data for fact-based business cases, and coordinate with other functions.
- Complete due diligence on landlords, recommend comprehensive business cases, present negotiated cases for approval, facilitate deals through various processes, and update systems with accurate data.
- Ensure a competitive store portfolio, actively seeking portfolio improvements, negotiating lease actions based on store performance, and maintaining up-to-date knowledge of landlords' financial performance and asset changes while fostering professional relationships.
- Collaborate with the Expansion Manager and Regional Business Portfolio Controller to strategize, lead store projects until signing, ensure team collaboration, and work with legal and operational teams to adhere to contractual rights and obligations.

Required Skills

To be successful in the role of **Leasing Manager**, you should have a great business mindset combined with a visionary approach. You are a result-driven, strategic, and analytical person with a great business mindset.

What you need to succeed:

- Bachelor's or master's degree in real estate, business/economics or similar.
- At least 5 years of working experience in leasing, controlling, and/or real estate, preferably within the retail industry
- Leasing skills and good legal understanding
- Strategic planning and long-term vision; calm and positive in difficult situations and under pressure
- Advanced English level

Additional Information

Employment Type : full-time position

Reporting Line: Expansion Manager

Location: This position is based in either **Tokyo**

Please apply by sending in your CV in English as soon as possible.

Benefits

- H&M Group attractive benefits with extensive development opportunities around the globe
- Staff discount card, usable on all our H&M Group brands in stores and online (Brands covered by the discount are H&M (Beauty and Move included), COS, Weekday, Monki, H&M HOME, & Other Stories, ARKET, Afound)
- All our employees are included in our H&M Incentive Program – HIP
- All our local markets offer different competitive perks and benefits. Please note that they may differ between employment type and countries.

Inclusion & Diversity

H&M is a part of H&M Group. At H&M Group, we're determined to create and maintain inclusive, diverse and equitable workplaces throughout our organisation. Our teams should consist of a variety of people that share and combine their knowledge, experience and ideas. Having a diverse workforce leads to a positive impact on how we address challenges, on what we perceive possible and on how we choose to relate to our colleagues and customers all over the world. Hence all diversity dimensions are taken into consideration in our recruitment process.

We strive to have a fair and equal process and therefore kindly ask you not to attach a cover letter in your application as they often contain information that easily can trigger unintentional biases.

Company Description

H&M is a fashion brand that offers the latest styles and inspiration, from fashion pieces and unique designer collaborations to affordable wardrobe essentials. Our business idea is fashion & quality at the best price in a sustainable way. Learn more about H&M at www.hmgroup.com

Company Description