



Sales HR Manager for Northeast Asia

Job Information

Hiring Company

H&M Hennes & Mauritz Japan KK

Job ID

1489929

Industry

Apparel, Fashion

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards, Shibuya-ku

Salary

Negotiable, based on experience

Refreshed

July 9th, 2025 09:00

General Requirements

Minimum Experience Level

Over 3 years

Career Level

Mid Career

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

At H&M, we are here to inspire people around the world to express their personality through fashion and design by making a more sustainable lifestyle that is exciting and accessible for everyone – regardless of style or budget. To achieve that goal, we have set 2030 Goals for People, Planet and Growth, ensuring that we can continue leading our industry towards a sustainable future and creating long-term profitable growth.

In the coming years, we focus on elevating the full H&M experience in the eyes of the consumers through Product, Experience and Brand all guided by our Brand Plan. Do you want to be part of making those goals a success?

We are now hiring a Sales HR Manager who will be responsible for Northeast Asia.

As the **Sales HR Manager for Northeast Asia**, you will work closely with the global & regional HR team to achieve results that will in-turn assist our fast-paced expansion. By leading as a Strategic Business Partner to ensure the best colleague experience through implementing the people strategy. You implement a longer-term strategy to attract, retain, develop, and engage top talents and secure competencies to fulfil current and future needs. You strive to foster and promote a high-performing, growth-oriented organizational culture with strong values that aligns with business goals.

Key responsibilities

- Business Partnering: Strategically partner with business leaders, align HR practices with business goals and implement effective HR strategies and solutions based on sales market needs.
- Values & Culture: Foster and promote a high-performing, growth-oriented organizational culture with strong values that aligns with business goals.
- Talent Development and Management: Ensuring seamless integration with talent development, contribution, engagement, and retention across the sales market.

- People Relation: You develop and implement HR policies, programs, and initiatives to ensure compliance with local laws and regulations and meeting the H&M Group Social Policy guidelines.
- Change management: You play a key role in change initiatives, supporting colleagues adapt to changes through effective communication and support.

Required Skills

To be successful in the role of **Sales HR Manager for Northeast Asia**, it will be important to understand, secure and build a relevant customer & colleague experience.

What you need to succeed:

- Business management or HR related studies or experience.
- Committed to self-improvement through workshops, seminars, and self-learning.
- Knowledge of labor laws, regulations, and local HR best practices is a plus. Skills include advising, analytical thinking, business acumen, change management, and communications.
- Proficient in stakeholder management, strategic planning, and digital literacy. Demonstrates strong results in “HOW” - a true ambassador of H&M values.
- Excellent communication skills in English, both written and spoken. Proficiency in Japanese or Korean is a bonus due to market language requirements.

Additional Information

Employment Type : full-time position

Reporting Line: Sales Manager for Northeast Asia

Location: This position is based in either **Japan/Korea**

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.hmgroupp.com

Company Description