



## Employee Relations Manager

### Job Information

**Hiring Company**

H&M Hennes & Mauritz Japan KK

**Job ID**

1503693

**Industry**

Retail

**Job Type**

Permanent Full-time

**Location**

Tokyo - 23 Wards

**Salary**

Negotiable, based on experience

**Refreshed**

August 25th, 2025 07:00

### General Requirements

**Minimum Experience Level**

Over 6 years

**Career Level**

Executive

**Minimum English Level**

Business Level

**Minimum Japanese Level**

Native

**Minimum Education Level**

Bachelor's Degree

**Visa Status**

No permission to work in Japan required

### Job Description

As People Relations Manager, you have complete responsibility and accountability for the People Relations areas for the countries in scope. E.g. implementation of global deliveries and processes, policies, and guidelines, securing that local laws, practices, and needs are captured and catered for. Facilitating alignment between global and local needs to achieve common approach and delivery where needed.

To be successful in your role you ensure that your part of the People Relations network has the right competence, work multi, and contribute to the business needs by taking responsibility for the whole. By having a holistic approach and proactively ensuring market intelligence, you enable agile solutions, compliance to existing and upcoming legislations, mitigate risks, and solve problems to support the business needs.

**Key responsibilities**

- Ensure the impact of the People Relations strategy and priorities by setting, implementing, and governing the Market People Relations strategy; evaluating and analyzing data and metrics.
- Provide legal support, secure compliance, and represent H&M Group as an employer in the local market.
- Set and implement a systematic way of working within the health and safety area by investigating, risk assessing, raising awareness, mitigating potential risks, and following up across the organization together with the Security team.
- Support with training, processes, legal complaints, communications, and to managers, HR, and other functions in the local region/market.
- Collaborate with Group CoE People Relations to implement and adapt policies, guidelines, and frameworks locally.

### Required Skills

To be successful in the role of People Relations Manager, you should have a good business understanding and the ability to translate business context into needed actions from people relations perspective. You should have a great passion for people and understand how to empower and develop yourself as well as people and organization which enable you to drive results and work towards goals.

**What you need to succeed:**

- Education within Human Resources, Labour Law, Human Rights, Occupational health & safety or equivalent work experience.
- Effective collaborator with strong stakeholder management, presentation and interaction skills
- Excellent verbal and written communication skills in Japanese.
- Strong communicator, have persuasive and assertive skills.
- Proactive, innovative, curious, and solution-oriented mindset.
- Driving transformation/setting and implementing strategies.

**Additional information**

This is a full-time position, reporting to the **Regional People Relations Manager**.

This position will be based in **Japan**.

Apply by sending in your CV in English as soon as possible.

---

Company Description