

MichaelPage

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TA Manager - European fashion brand

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Job Information

Recruiter

Michael Page

Job ID

1542235

Industry

Retail

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

6 million yen ~ 10 million yen

Refreshed

May 23rd, 2025 15:23

General Requirements

Career Level

Mid Career

Minimum English Level

Fluent

Minimum Japanese Level

Fluent

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

Step into a key role where you'll lead recruitment across corporate and retail functions in Japan, driving strategic hiring decisions that directly impact business success. This well known fashion house is seeking an experienced Talent Acquisition professional to manage end-to-end hiring processes, build strong stakeholder partnerships, and guide a high-performing team.

Client Details

This client a global luxury brand with a long history of creativity, quality, and innovation. For over 100 years they have focused on designing beautiful products and building a culture where people from all backgrounds can grow and succeed. Today, this brand continues to lead in fashion and sustainability, offering a workplace where your ideas are valued, your skills are developed, and your career can grow. This is your chance to join a team that is shaping the future of luxury with purpose and passion.

Description

- Own and deliver full-cycle recruitment for both corporate and retail roles across Japan

- Partner with stakeholders to shape and execute innovative hiring strategies aligned to business objectives
- Manage key vendor and agency relationships, driving performance and value
- Lead, mentor, and grow the Talent Acquisition team to ensure effectiveness and engagement
- Report on recruitment metrics and optimize use of the Applicant Tracking System to meet KPIs
- Drive succession planning for business-critical roles in partnership with HRBPs
- Represent our employer brand in the market, acting as a champion of our values and mission
- Support wider corporate TA projects and contribute to continuous improvement across hiring processes
- Stay on the pulse of market and industry trends to ensure competitive advantage
- Independently assess and mitigate risk in the hiring process, maintaining compliance and integrity

Job Offer

- Be part of a globally respected luxury brand with a strong heritage and modern vision
- Lead impactful recruitment strategies that shape the future of our business in Japan
- Collaborate with senior leaders and influence key hiring decisions
- Grow your career in a role that offers both strategic and team leadership responsibilities
- Work in an inclusive, creative, and values-driven environment
- Gain exposure to international projects and cross-functional collaboration
- Enjoy a culture that supports innovation, personal development, and work-life balance

To apply online please click the 'Apply' button below. For a confidential discussion about this role please contact Jeff Henderson on +813 6627 6055

Required Skills

- A Bachelor's degree, with fluency in both English and Japanese
- Minimum of 5 years of in-house recruitment experience, ideally in a fast-paced, matrixed organization
- Strong understanding of end-to-end talent acquisition processes and global best practices
- Proven ability to lead and inspire teams, with a passion for coaching and development
- Excellent stakeholder management and influencing skills, with a confident, collaborative approach
- High adaptability and autonomy, with a strong sense of accountability
- Previous exposure to retail industry is a bonus, but not essential

Company Description

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