

MichaelPage

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Senior HR Manager - FMCG Company

Head of HR - European FMCG company

Job Information

Recruiter

Michael Page

Job ID

1542241

Industry

Food and Beverage

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

10 million yen ~ 14 million yen

Refreshed

May 23rd, 2025 16:14

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

As HR Manager for Japan and Korea, you will lead the development and execution of local HR strategies that support business goals and organizational change. Based in Japan, you'll drive talent development, support leadership teams, and contribute to regional initiatives across both markets.

Client Details

This client is a global leader in the food industry, known for a diverse range of portioned dairy, fruit, and plant-based products. With a portfolio of iconic international and local brands, they operate in over 120 countries and are supported by nearly 11,000 employees globally. Their mission is to make healthier and more responsible food accessible to all, with products made at 30 production sites around the world.

Description

- Adapt and implement the global HR strategy to fit local business needs in Japan and Korea.
- Define and lead the HR plan, ensuring organizational structure and skills align with business objectives.

- Act as a change agent, driving transformation and organizational adaptation in a dynamic environment.
- Partner with managers and leaders to balance strategic business support and employee advocacy.
- Lead local rollout of engagement initiatives, including surveys and follow-up action plans.
- Oversee recruitment, selection, and onboarding to ensure the right talent is hired for current and future needs.
- Champion internal mobility, succession planning, and performance review processes to support talent development.
- Identify and implement learning and development solutions aligned with capability needs and transformation goals.
- Ensure compensation and benefits packages remain competitive through benchmarking and alignment with global policies.
- Lead annual pay review and bonus cycles, and oversee payroll processes in collaboration with external providers.
- Ensure compliance with local labor laws and maintain accurate, up-to-date employment documentation.
- Support employee relations and foster a positive work environment aligned with company values and legal standards.
- Manage HR budgets and regularly review service providers to optimize cost and quality.
- Maintain accurate HR data and systems, ensuring compliance with data protection laws.
- Coordinate with local HR teams and participate in leadership meetings to align HR strategies across the region.

Job Offer

- regional coverage
- career progression
- Work From Home 2x per week
- friendly, family-style office environment
- global engagement
- product discounts
- people management of 1 subordinate
- outstanding, central Tokyo office location
- 15+ benefits
- world renowned company with delicious products

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

Minimum Education and Professional Experience Required:

- Minimum of 10 years' experience in Human Resources, with a strong background in organizational design, capability building, and talent acquisition and retention
- Solid HR experience within the Japanese market
- Familiarity with the Korean market is an advantage
- Fluency in English

Professional Skills / Technical Expertise Required:

- Strong interpersonal skills, confident yet collaborative in approach
- Solid understanding of local labor laws and compliance standards
- Proficient in core HR practices across the employee lifecycle
- Intermediate to advanced Excel skills for HR data and analysis
- Comfortable working within a matrixed, global organization
- Proven experience leading transformation initiatives, such as employer branding, EVP, and talent or DE&I programs
- Digitally literate and curious about the future of work
- Innovative mindset with an external, market-oriented perspective

- Energetic and solution-focused approach to challenges
- High awareness of Corporate Social Responsibility principles
- Strong numerical acumen and analytical capabilities
- Organized, resilient, and calm under pressure
- Politically astute, with excellent listening skills and cultural sensitivity
- Able to make decisions in ambiguity, using data and local insights to guide action

Company Description

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