



## Health&Safety Senior Specialist

**ZARA, ZARAHOME**

### Job Information

**Hiring Company**

ITX Japan Co., Ltd.

**Job ID**

1542280

**Division**

HR-H&S

**Industry**

Apparel, Fashion

**Company Type**

Large Company (more than 300 employees) - International Company

**Non-Japanese Ratio**

Majority Japanese

**Job Type**

Permanent Full-time

**Location**

Tokyo - 23 Wards, Shibuya-ku

**Train Description**

Yamanote Line, Ebisu Station

**Salary**

6 million yen ~ 8 million yen

**Work Hours**

10 : 00 ~ 19 : 00 (休憩60分)

**Holidays**

完全週休2日制 (土・日)、祝日

**Refreshed**

June 14th, 2025 00:00

### General Requirements

**Minimum Experience Level**

Over 3 years

**Career Level**

Mid Career

**Minimum English Level**

Daily Conversation (Amount Used: English usage about 25%)

**Minimum Japanese Level**

Native

**Minimum Education Level**

Bachelor's Degree

**Visa Status**

Permission to work in Japan required

## Job Description

### OVERVIEW

Their job is to act as an advisory body for the company and its staff. They must ensure that the internal occupational health and safety management system (IOHSMS) is operational, always adapting it to the legislation in force, while ensuring its correct implementation and updating. She/he will manage the occupational risks and advise other departments, creating culture and involving all roles and functions.

### MAIN RESPONSIBILITIES

#### •Communication with each department at the head office

Collaborate with the head office on matters such as ISO 45001, Healthy Organization initiatives, and Management Reviews, ensuring the involvement of senior leaders, including top management and department heads.

Develop and implement plans for the management of emergencies, such as business continuity plan etc.

#### •Interaction with stores

In the event of accidents or emergencies, visit stores to conduct investigations, consult with the store manager and HRBP, and provide necessary training or guidance. Also, organize training and information (develop and implement training system)

#### •Interaction with counterparts

Clarify the objectives set by the head office in Spain and align them with the business in Japan.

Even if you are unfamiliar with certain matters, it is important to proactively research, report, and consult as needed.

Implement and monitor systems for the reporting and investigation of accidents (Internal system)

#### •Communication with government authorities and industrial physicians

Prepare and submit various reports (e.g., occupational accidents, health check-ups, stress checks) and liaise with industrial physicians to provide relevant information and ensure effective health management.

And more...

- Identify the needs and coordinate the provision of all safety equipment to different teams and workplaces
- Leading the Employee Representative Relations (Constitute and chair Health & Safety Committees)
- Establish a control system in the field of fire prevention (Emergency exits, fire-fighting equipment, etc ...)
- Implementation and maintenance of management system standard ISO 45001
- Monitor and review environmental conditions (Noise, Temperature, lighting...) and organize specific assessments when needed
- Promotion of employee wellbeing and coordination of healthy initiatives
- Ensure and report on legal compliance in matters of Health & Safety

### OTHER INFORMATION

-Commute expense up to 50,000 yen

-Social Insurance

employment insurance, health insurance, Long-term care insurance\*from40 y.o/ welfare pension, industrial accident insurance

### BENEFITS

-Employee discount (ZARA/ZARAHOME) \* after probational period

-Paid holiday (16days on 1st year)

you can take max. 16days straight for your vacation twice a year by using your paid holiday, and ordinary holidays

-GLTD

-Language Learning Apps (Premium Plan)– Free registration

### NOTICE

-Double work/ side business is not allowed

-Offering salary is negotiable based on experience.

## Required Skills

### MANDATORY REQUIREMENTS

- Language skill : Preferably Business English, Native Japanese
- Class 2 Hygiene Manager qualification (Occupational Health Consultant qualification is highly regarded) will be a plus

- ISO 45001 and BCP (Business Continuity Planning) implementation experience
- Working experience in a global company, with the ability to adapt and respond flexibly to changes
- Strong interpersonal and communication skills, adaptability, and a proactive approach
- Project management
- Training experience, including conducting education programmes for head office and stores
- Experience operating the Safety and Health Committee
- Background in human resources, labour management, general affairs, or legal affairs, including creating regulations and guidelines aligned with management systems
- Experience in consulting work, including long-term management and industrial physician interviews

**PREFERABLE SKILLS**

The following qualifications are not mandatory, however having an industrial counsellor qualification enables you to assist industrial physicians with stress checks, conduct preliminary interviews, and offer consultation services.

/Nationally qualified career consultant

/Industrial counsellor or certified psychologist

- Ability to interpret and provide legal and authoritative advice on health and safety and risk management issues.
- Good communicator able to engage teams at all levels of the organization.
- Capacity for solving complex problems and making decisions.
- Self-driven initiative and able to plan their work independently.
- Willing to learn and self-motivated to keep their knowledge continually updated.
- Inherent interest for the safety, health and wellbeing of people.
- Flexibility for business trip

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**Company Description**