

MichaelPage

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Talent Management Manager - Outdoor Retail Brand

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Job Information

Recruiter

Michael Page

Job ID

1542343

Industry

Retail

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

7 million yen ~ 11 million yen

Refreshed

May 26th, 2025 17:24

General Requirements

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Fluent

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

This role leads strategic talent management and organizational development initiatives to optimize structures, processes, and culture across the business. You'll work cross-functionally with global and local stakeholders to ensure the organization is positioned for long-term growth, while managing a high-performing team.

Client Details

This client is a purpose-driven company that designs and sells high-quality outdoor apparel, gear, and accessories, with a deep commitment to environmental responsibility and social impact. With approximately 700 employees across Japan, the client offers a flexible, laid-back, and values-led work culture. Employees enjoy full flexibility around work styles-including remote and hybrid options-and work in an international, collaborative environment where diverse perspectives and a shared sense of mission drive the organization forward.

Description

- Lead organizational design initiatives to improve team collaboration and operational effectiveness
- Drive and support change management strategies to ensure smooth transitions during restructuring

- Develop and implement comprehensive talent management strategies across the employee lifecycle
- Create and deliver programs for onboarding, leadership development, succession planning, and learning
- Partner with global teams to integrate justice, equity, and belonging into business practices
- Manage and coach a team, ensuring high-quality execution of strategic initiatives
- Oversee talent and organizational development projects, including vendor management
- Build strong cross-functional relationships and influence at all organizational levels
- Collect and analyze data to measure effectiveness of programs and identify areas for improvement
- Lead internal communication strategies to drive alignment and engagement with new initiatives

Job Offer

- Full flexibility around work location and style (remote/hybrid options)
- Generous paid leave and wellness support
- Childcare leave and support programs
- Employee discounts and eco-conscious incentives
- Career development opportunities and access to global learning resources
- A values-driven, inclusive, and supportive work environment
- Performance incentive

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

- Bachelor's degree in HR, Organizational Development, Business Administration, or related field (Master's preferred)
- 5+ years of experience in organizational design and talent management
- Strong knowledge of talent strategies, employee lifecycle, and leadership development
- Experience designing and delivering learning programs and workshops for senior leaders
- Excellent communication, facilitation, and interpersonal skills
- Strong analytical thinking and experience using data for insights and decision-making
- Project management experience and ability to handle multiple priorities
- Fluent-level Japanese and business-level English (written and verbal)
- Familiarity with HR systems such as Workday, or others
- Valid work authorization in Japan

Company Description

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