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HRBP/HR Manager - Luxury brand

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Job Information

Recruiter
[Michael Page](#)
Job ID

1545251

Industry

Retail

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

9 million yen ~ 12 million yen

Refreshed

June 23rd, 2025 10:25

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 end-to-end HR functions including talent acquisition, organizational development, employee relations, compensation & benefits, and training, ensuring alignment with business strategy and labor compliance. It also champions diversity, inclusion, and sustainability initiatives while acting as a strategic partner to leadership and a trusted advisor to employees.

Client Details

This renowned luxury company offers a dynamic and creative work environment rooted in luxury, innovation, and modern craftsmanship. It values individuality, collaboration, and excellence, providing employees with opportunities to grow, take ownership, and contribute to a globally recognized fashion house.

Description

Organization Development / Talent Acquisition

- Lead end-to-end recruitment processes including needs assessment, sourcing strategy, candidate selection, and offer management.

- Manage internal mobility processes, including expatriate assignments from proposal to settlement.
- Advise managers on team structure and staff-related matters to support organizational effectiveness.
- Collaborate with cross-functional HR teams to implement projects and initiatives.
- Partner with department heads to align organizational design with strategic goals.
- Ensure optimal talent placement through effective workforce planning.

Employee Relations & Labor Management

- Address labor-related issues and partner with line management to resolve employee concerns.
- Support proactive measures and provide guidance on labor law compliance.
- Act as a trusted HR contact for employees, providing guidance and support.

Compensation & Benefits

- Manage annual performance review, promotions, and compensation adjustment proposals.
- Ensure compensation aligns with market benchmarks in collaboration with HR and business leaders.
- Provide headcount and personnel cost reports; maintain accurate data in internal systems.
- Keep HR policies and employee regulations compliant with labor law and aligned with organizational values.

Training & Development

- Manage nominations and participation in internal and external training programs.
- Collaborate on the development and execution of leadership and functional training.
- Oversee onboarding for new hires and guide the creation of individual development plans.
- Track progress on employee development plans and provide ongoing support.

Diversity, Equity & Inclusion / Sustainability

- Lead projects promoting sustainability and diversity initiatives.
- Coordinate with internal and external partners to drive D&I efforts, including programs for employees with disabilities.
- Organize and execute group-wide HR initiatives and community engagement activities.

Additional Responsibilities

- Handle ad hoc projects or tasks as assigned by leadership.

Job Offer

- Competitive salary
- Comprehensive benefits package, including a 10% performance bonus
- Opportunities for professional growth within the retail industry
- Engaging company culture with a focus on collaboration and innovation
- Convenient Tokyo location with access to excellent transport links

This is an exciting opportunity for an HRBP/HR Manager to make a meaningful impact in the retail sector. If you are passionate about human resources and eager to contribute in a Tokyo-based role, we encourage you to apply.

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

Key Qualifications

- Bachelor's or Master's degree.
- Minimum 5 years of experience in HR management.
- Fluent in English (TOEIC 850+ or equivalent) and fluent-level Japanese.
- Proven leadership skills and ability to drive results.
- Strong strategic thinking and analytical capabilities.
- Excellent communication and interpersonal skills.
- High adaptability and flexibility in uncertain environments.
- Proactive, positive, and passionate mindset.
- Strong sense of ownership and team orientation.
- Entrepreneurial spirit with a desire to innovate and challenge the status quo.
- High standards of integrity and trustworthiness.
- Proficiency in MS Office (Excel, Word, PowerPoint).
- Experience in retail or consumer goods is a plus.
- International experience (e.g., living or working abroad) is an advantage.

Company Description

This renowned luxury company offers a dynamic and creative work environment rooted in luxury, innovation, and modern craftsmanship. It values individuality, collaboration, and excellence, providing employees with opportunities to grow, take ownership, and contribute to a globally recognized fashion house.