

**MichaelPage**

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## C&B Manager - Luxury group

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#### Job Information

**Recruiter**

Michael Page

**Job ID**

1545294

**Industry**

Retail

**Job Type**

Permanent Full-time

**Location**

Tokyo - 23 Wards

**Salary**

2.5 million yen ~ 14 million yen

**Refreshed**

June 23rd, 2025 16:32

#### 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 offers an exciting opportunity to lead the Compensation & Benefits (C&B) function within a dynamic, multi-brand fashion group. You'll be responsible for both strategic design and operational excellence in C&B, partnering closely with HR and business leaders across Japan and regional/global teams.

#### Client Details

Part of a global luxury group that encompasses a portfolio of iconic brands in fashion, beauty, jewelry, and more. Known for its commitment to creativity, heritage, and innovation, the group operates across Japan and international markets with strong values in excellence, collaboration, and talent development.

#### Description

- Serve as the primary C&B contact for internal stakeholders including brand HR, finance, and regional/global teams.
- Oversee payroll and benefit operations across multiple brands, ensuring accuracy, compliance, and alignment with group standards.
- Design and manage compensation programs tailored to brand needs while maintaining consistency across the group.
- Drive annual salary reviews, market benchmarking, and performance-linked compensation strategies.
- Monitor changes in Japanese labor laws, tax, and social security to ensure ongoing compliance.

- Collaborate with APAC and HQ teams to align local practices with global strategy.
- Lead C&B reporting, budgeting, and analytics to support decision-making and forecasting.
- Identify cross-brand optimization opportunities and promote consistency in policies and programs.
- Manage and develop the C&B team, cultivating a culture of performance, learning, and engagement.
- Oversee vendor relationships and ensure service level agreements and data security are maintained.

#### Job Offer

- Competitive salary package.
- 10% performance bonus to reward success.
- Permanent position with growth opportunities in a globally recognized retail organization.
- Supportive company culture with a focus on professional development.
- Opportunity to work in a challenging and rewarding Human Resources role.
- People management
- Opportunity to work within a prestigious global luxury group with exposure to iconic brands.
- Engage in both strategic and hands-on HR work in a collaborative, fast-paced environment.
- Access to group-wide best practices, regional expertise, and continuous learning opportunities.
- Be part of a culture that values innovation, integrity, and talent development.
- Outstanding product discounts

If you are passionate about compensation and benefits and are ready to make an impact in the retail industry, we encourage you to apply today!

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

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#### Required Skills

- 7+ years of experience in Compensation & Benefits, including 2+ years in a leadership or management role.
- Strong understanding of Japanese payroll, labor law, and employee benefit systems.
- Experience in multinational or shared service environments is highly preferred.
- Strong analytical skills and ability to manage data and reporting processes.
- Excellent communication and stakeholder management skills.
- Proficiency in both English and Japanese is required.

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#### Company Description

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