

MichaelPage

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HR Manager - Travel Goods

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Job Information

Recruiter

Michael Page

Job ID

1552095

Industry

Retail

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

9 million yen ~ 11 million yen

Refreshed

July 15th, 2025 16:45

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 involves partnering with business units to provide HR consulting, manage the full-cycle recruitment process, and support employee relations and performance management. It also includes responsibilities in onboarding, learning and development, and HR administration to align talent strategies with business goals.

Client Details

This company is a premium travel goods brand known for its distinctive design, quality craftsmanship, and innovation. With a long-standing heritage, it blends tradition and modernity to create durable and stylish products. As part of a leading luxury group, it caters to a global audience and embraces a forward-thinking approach to travel and mobility.

Description

- Provide HR consulting and support to employees, particularly line managers.
- Understand functional needs and create job descriptions to support timely hiring across office, retail, and service teams.
- Identify appropriate sourcing channels in coordination with hiring managers and external partners.

- Build strong relationships with recruitment agencies and academic institutions to meet hiring goals.
- Monitor and manage recruitment budgets and headcount planning.
- Interview candidates to evaluate skills, potential, and cultural fit.
- Oversee internal mobility processes, including internal transfers.
- Handle staffing issues such as terminations and redundancies while minimizing legal risks.
- Plan and execute onboarding programs for new hires.
- Deliver training on HR policies and development initiatives.
- Advise and support employees in resolving or preventing workplace issues.
- Lead performance management and salary review cycles.
- Maintain HR data and ensure accurate reporting to relevant departments.

Job Offer

- Estimated salary range: 9 million JPY to 11 million JPY annually.
- Performance Bonus.
- Opportunity to work with a leading organization in the retail industry.
- Collaborative and professional working environment.
- Potential for career development and advancement.
- Comprehensive HR responsibilities in a dynamic sector.

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

- 5+ years of recruitment experience, agency or in-house
 - Solid understanding of talent market in retail industry
 - Understanding of Japan Labor Law, Compensation & Benefits
 - Japanese fluency and business level English
 - Experience in luxury/fashion business a plus
 - Speed and accuracy of administrative task
 - University degree
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Company Description

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