

MichaelPage

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HRBP - Luxury Jewelry

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Job Information

Recruiter
[Michael Page](#)
Job ID

1554502

Industry

Retail

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

9 million yen ~ 12 million yen

Refreshed

August 8th, 2025 11:13

General Requirements

Career Level

Mid Career

Minimum English Level

Daily Conversation

Minimum Japanese Level

Fluent

Minimum Education Level

Bachelor's Degree

Visa Status

No permission to work in Japan required

Job Description

This role serves as a strategic HR Business Partner in Tokyo, providing comprehensive HR support to drive business growth and foster a unique organizational culture. The position involves partnering closely with stakeholders at all levels to align people strategies with business objectives and enhance employee engagement.

Client Details

This organization is a distinguished player in the luxury sector with a focused team of approximately 400 employees. It operates within a prestigious global group renowned for its commitment to craftsmanship, innovation, and sustainable business practices. The company fosters a culture of excellence, creativity, and respect, encouraging its people to thrive as ambassadors of its heritage and values while driving forward a sustainable and responsible business vision.

Description

-Develop and implement an integrated People Strategy aligned with business goals.

-Provide end-to-end HR business partnering including workforce planning, talent management, performance management, and employee relations.

- Foster an inclusive work environment that reflects the organization's core values and encourages employee growth.
- Support employer branding and team-building initiatives through event planning and communications.
- Streamline HR administrative processes including data management, system implementation, and reporting.
- Lead and support ad hoc HR projects as needed.
- Plan and facilitate corporate social responsibility (CSR) and sustainability activities, promoting employee engagement in volunteering and awareness programs.
- Build strong partnerships across functions to drive collaboration and continuous improvement.

Job Offer

- Competitive salary with 10% performance incentive.
- Permanent position offering job stability and career growth opportunities.
- Career progression.
- Collaborative and professional work environment.
- Opportunities to work closely with experienced business leaders.

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

- Strong ambassador of organizational culture and values.
- Proactive with initiative, ownership, and commitment.
- Promotes cross-functional collaboration and effective communication.
- Continuous learner seeking knowledge and skill improvement.
- Broad experience in Human Resources, preferably within the retail industry.
- Excellent interpersonal, consultative, and collaborative skills in both English and Japanese.
- Ability to translate complex strategies into clear goals and actions.
- Proven discretion handling sensitive and confidential information.

Company Description

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