



HR Director

Taking HR expertise beyond the ordinary

Job Information

Recruiter

[Cornerstone Recruitment Japan K.K.](#)

Job ID

1556503

Industry

Internet, Web Services

Company Type

Small/Medium Company (300 employees or less) - International Company

Non-Japanese Ratio

About half Japanese

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards, Chiyoda-ku

Train Description

Tozai Line, Takebashi Station

Salary

10 million yen ~ 20 million yen

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August 28th, 2025 15:38

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Business Level (Amount Used: English usage about 50%)

Minimum Japanese Level

Business Level

Minimum Education Level

Technical/Vocational College

Visa Status

Permission to work in Japan required

Job Description

Take your HR expertise beyond the ordinary—lead, design, and leave a legacy in a high-growth company entering Japan.

A high-growth APAC company is scaling into Japan and needs an experienced HR leader to build the people strategy. Reporting to the Country CEO, you'll design and lead HR initiatives that directly impact growth, culture, and talent—without needing prior industry experience. This is a rare chance to take full ownership of HR - with strong global backing and the freedom to create lasting impact.

If you're an accomplished HR professional ready to leave your mark on a high-growth business, this role offers the rare chance to do so without industry barriers—just your expertise, leadership, and vision.

Required Skills

What You Bring

10+ years in HR, including leadership experience in Japan.

Deep expertise in Japanese labor law and HR compliance.

Proven track record in talent acquisition, development, and engagement.

Fluency in Japanese with strong business English.

A pragmatic, solutions-driven approach to scaling organizations.

Company Description