



## 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

**Refreshed**

December 4th, 2025 01:00

### 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.

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## 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.

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## Company Description