

HRBP Sr. Manager - Spirits & Beverages

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Job Information

Recruiter

[Michael Page](#)

Job ID

1558246

Industry

Retail

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

9 million yen ~ 11 million yen

Refreshed

September 16th, 2025 11:45

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 HRBP Sr. Manager role in the FMCG industry focuses on aligning human resources practices with business objectives to drive organizational success. This position will support across talent acquisition and learning & development, cultivate performance, navigate employee relations, and drive transformative change, all while shaping impactful HR initiatives that drive employee engagement and retention.

Client Details

This company is a global leader in making and selling high-quality wines, champagne, and spirits, known for its famous luxury brands. It values tradition and quality while also encouraging new ideas. Working there means being part of a big, international team that offers many chances to learn and grow. Employees often enjoy being connected to well-known brands and contributing to a company that focuses on giving customers a special, luxury experience.

Description

- Align HR strategies with overall business objectives, including managing budgets.
- Build and maintain strong relationships with business leaders and key stakeholders, offering advice and support on HR-related topics.
- Lead talent management efforts such as talent assessment, succession planning, and leadership development.

- Support line managers with performance management and oversee HR performance processes.
- Offer guidance and support on employee relations issues, serving as a mediator when needed.
- Develop and implement talent acquisition and employer branding strategies across all recruiting channels, including new graduates, mid-career hires, interns, and temporary staff.
- Plan and execute learning and development programs using internal and external resources.
- Provide leadership, coaching, and development support to HR business partner team members.

Job Offer

- Competitive salary in the range of 10,000,000 JPY annually.
- Performance Bonus of 10%
- Permanent employment with growth opportunities in a large organization.
- Exposure to strategic decision-making in the FMCG industry.
- A professional and collaborative company culture.
- Opportunities to lead impactful HR initiatives.
- Company product discounts.
- Family & Friends Sales

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

Key Qualifications

- Experience: Around 10 years of progressive experience in HR, including roles as an HR Business Partner or HR generalist.
- Industry Knowledge: Preferably familiar with FMCG, alcohol, or luxury industries, and experience working in multinational organizations is a plus.

Skills:

- Language: Fluent in Japanese and English at a business level.
- Business Understanding: Strong knowledge of business operations, strategy, and financial principles.
- HR Expertise: In-depth understanding of various HR functions such as talent management, compensation and benefits, employee relations, training and development, and compliance.
- Communication: Excellent verbal, written, and presentation skills with the ability to communicate effectively across all organizational levels.
- Interpersonal: Strong relationship-building and influencing skills to connect with people at all levels.
- Consulting: Ability to advise and guide business leaders on HR-related matters.
- Problem-Solving & Analysis: Skilled at identifying, analyzing, and resolving complex HR challenges; capable of using HR data to identify trends and make informed decisions.
- Change Management: Experienced in leading and managing change initiatives, with a positive and growth-oriented mindset.
- Leadership: Ability to lead, coach, and mentor HR team members.
- Technology: Proficient in HR information systems (such as SAP SuccessFactors) and other HR technologies.
- Employment Law: Strong knowledge of local employment laws and regulations.
- Coaching & Mentoring: Skilled in coaching managers and employees on performance and development.
- Cultural Sensitivity: Comfortable and effective in working with diverse teams from different cultural backgrounds.

Company Description

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