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Head of People & Culture (HR Director) - Multinational IT

HR Director - multinational IT Software

Job Information

Recruiter
[Michael Page](#)
Job ID

1560579

Industry

Software

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

16 million yen ~ 30 million yen

Refreshed

October 3rd, 2025 15:52

General Requirements

Career Level

Executive

Minimum English Level

Fluent

Minimum Japanese Level

Fluent

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

The Head of People & Culture for Japan (HR Director) will lead human resource strategies and operations to support business objectives in a fast-evolving and dynamic environment. This role requires a results-driven leader with expertise in talent management, organizational development, and employee engagement.

Client Details

This global tech company helps many of the world's biggest businesses run better. In Japan, it has over 1,000 employees and a beautiful office in Tokyo. The role leads the HR function, guiding and supporting the team to create a great work environment. The company offers flexible working hours, so you can choose when to start and finish your day. You will work with smart, friendly people from many different backgrounds. It's a great place to grow your career, learn new skills, and help the company succeed by supporting its most important asset - its people.

Description

- Lead local people and location strategies that align with the global vision while addressing the unique dynamics of the Japan market.
- Serve as a strategic partner and trusted advisor to senior leadership and cross-functional teams, promoting collaboration, transparency, and shared objectives.

- Oversee all People & Culture functions locally to ensure alignment with business goals and compliance with local laws and regulations.
- Foster and strengthen a dynamic corporate culture based on core values, enhancing employee engagement, unity, and a strong sense of belonging.
- Act as the main point of contact with social partners, government agencies, and compliance bodies to ensure adherence to local labor laws and standards.
- Ensure all People & Culture initiatives, policies, and practices comply with local regulations, maintaining high operational standards and reducing risks.
- Drive leadership development and culture in line with the global framework while contributing as a member of the local Executive Leadership Team.
- Enhance the employer brand by leading internal and external communications, using social media and other platforms to highlight the company culture and attract top talent.
- Collaborate with multiple teams to promote a healthy and safe work environment.
- Manage escalations and implement compliant solutions to people-related issues effectively.

Job Offer

- Competitive salary along with RSUs
- New office location in central Tokyo with WFH flexibility
- Lead the entire HR function for the Japan business
- Be part of the Executive Team in Japan
- Engage with stakeholders in and outside of Japan while influencing the way the strategic direction is adopted by the people in the business
- Stable HR organization (first hire in over 5 years!)

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

- A dynamic leader with strong experience in HR and employee relations, knowledgeable about Japanese labor laws and skilled in working with social partners, ideally in tech or multinational environments.
- A strategic thinker who can turn global goals into effective local actions.
- An excellent communicator and influencer, able to build strong relationships with a variety of stakeholders.
- Fluent in both Japanese and English, passionate about creating an engaging and inclusive workplace.
- Enjoys using data and insights to support business advice and decision-making.

Company Description

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