

# RGF HR Agent India

## Bilingual Chief Financial Officer

**CFO bridging between India & Japan team**

### Job Information

**Recruiter**

RGF Select India Pvt. Ltd

**Job ID**

1561128

**Industry**

Retail

**Company Type**

Large Company (more than 300 employees)

**Job Type**

Permanent Full-time

**Location**

India, Gurgaon/ With frequent travel to Japan as per the needs

**Salary**

20 million yen ~ 30 million yen

**Work Hours**

9:00-18:00 Mon-Fri

**Holidays**

Saturday, Sunday

**Refreshed**

July 2nd, 2026 02:00

### General Requirements

**Minimum Experience Level**

Over 10 years

**Career Level**

Executive

**Minimum English Level**

Fluent

**Minimum Japanese Level**

Business Level

**Minimum Education Level**

Bachelor's Degree

**Visa Status**

No permission to work in Japan required

### Job Description

**【Job Responsibilities】**

1. Financial Strategy & Leadership
  - Define and execute finance strategy aligned with business goals and global standards
  - Advise Country CEO and leadership on financial planning, investments, and performance
  - Build frameworks ensuring growth, profitability, and risk control

## 2. Business Partnering & Decision Support

- Partner with retail, merchandising, and operations to drive data-based decisions
- Assess business opportunities, expansion, and investment cases
- Lead financial modeling and scenario planning for Japan's growth

## 3. Planning, Budgeting & Forecasting

- Lead annual plans, budgets, and forecasts
- Track performance vs. KPIs, identify risks/opportunities
- Drive weekly business reviews with HQ and board

## 4. Audit, Reporting & Tax Compliance

- Ensure timely financial closing, reporting, and audits
- Maintain tax compliance with experts

## 5. Working Capital & Treasury

- Optimize cash flow, capital, and banking relationships
- Manage hedging, liquidity, and funding

## 6. Systems & Analytics

- Enhance ERP systems, automation, and reporting
- Enable real-time insights through analytics and dashboards

## 7. Team Leadership & Global Alignment

- Lead and develop the Japan finance team
- Align practices with global group frameworks
- Collaborate with global stakeholders on initiatives

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## Required Skills

### **【 Necessary Skills / Experience 】**

- Fluency in Japanese and English to collaborate with international team
- 12–15 years of progressive finance leadership experience, including CFO/Head of Finance roles in Japan
- Education pedigree: CPA or MBA in Finance
- Expertise in financial planning, controllership and business partnering
- Proven ability to scale financial systems and processes in multi-site, high-growth environments
- Deep understanding of Japanese accounting standards, tax, and regulatory landscape
- Strategic thinker with hands-on execution capability and ability to influence at board level
- Able to travel to Japan regularly without any issues

### **【 Preferable Skill / Experience 】**

- Experience of working in India
- Strong background in retail, consumer, or fast-growth businesses is highly preferred

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## Company Description