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
November 9th, 2026 04:00

General Requirements

Minimum Experience Level
Over 10 years

Career Level
Executive

Minimum English Level
Fluent Level

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

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

Company Description