



## 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

February 12th, 2026 00:00

#### 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**