

## 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 20th, 2025 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

### 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
- $\cdot$  Strong background in retail, consumer, or fast-growth businesses is highly preferred

# Company Description