

People & Culture Relations - Global IT company

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Job Information

Recruiter

[Michael Page](#)

Job ID

1561135

Industry

Software

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

10 million yen ~ 15 million yen

Refreshed

October 9th, 2025 16:49

General Requirements

Career Level

Mid Career

Minimum English Level

Fluent

Minimum Japanese Level

Fluent

Minimum Education Level

Bachelor's Degree

Visa Status

No permission to work in Japan required

Job Description

As a People Relations Partner, you will manage complex and sensitive employee matters while supporting regional initiatives that shape a positive workplace experience. You'll act as a trusted advisor, ensuring fair practices and fostering a high-touch, collaborative environment.

Client Details

Be part of a globally recognized business technology leader with a strong presence across industries and regions. With a workforce of around 1,500 professionals in Japan and a newly opened office in Tokyo, this organization blends modern infrastructure with flexible work options-including remote and hybrid models-to support employee wellbeing and productivity. Its inclusive and international culture fosters collaboration across borders, with teams that are empowered to drive innovation, challenge the status quo, and create real-world impact. Whether you thrive in a high-growth environment or value continuous learning and development, you'll find the freedom and support to bring your best to a truly global mission.

Description

- Execute People & Culture strategy
- Manage sensitive employee cases (e.g., health, conduct, restructuring)
- Identify process improvement opportunities

- Monitor trends and escalate issues appropriately
- Partner with leaders, legal, and HR on regional people topics
- Build a trust-based environment for employees and stakeholders

Job Offer

- Competitive salary with performance bonus.
- Opportunity to work in a large organization within the Technology & Telecoms industry.
- Permanent position with long-term career growth potential.
- Collaborative and inclusive company culture.
- Exposure to global Human Resources practices and policies.
- Flexible work arrangements (remote and hybrid options).
- Comprehensive health and wellness programs.
- Opportunities for continuous learning and professional development.
- Employee assistance and mental health support services.
- Job scope, title and salary flexible depending on experience.

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

- Strong expertise in labor law and employee relations
 - High emotional intelligence and empathy
 - Fluent in English and Japanese
 - Proven conflict resolution and coaching skills
 - Ability to prioritize under pressure and manage sensitive issues discreetly
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Company Description

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