



Understanding People

## HR Manager (People & Culture) 人事マネージャー

**Global IT company leadership role**

### Job Information

#### Recruiter

Specialized Group

#### Job ID

1581588

#### Industry

Other (IT, Internet, Gaming)

#### Job Type

Permanent Full-time

#### Location

Tokyo - 23 Wards

#### Salary

Negotiable, based on experience

#### Refreshed

March 6th, 2026 17:52

#### Application Deadline

March 16th, 2026

### General Requirements

#### Minimum Experience Level

Over 3 years

#### Career Level

Mid Career

#### Minimum English Level

Business Level

#### Minimum Japanese Level

Business Level

#### Minimum Education Level

Bachelor's Degree

#### Visa Status

Permission to work in Japan required

### Job Description

#### HR Manager 人事マネージャー - People and Culture (3-4 Days Remote, Global IT Firm)

Our client, a global IT firm with a strong presence in Japan, is seeking a People and Culture (Country HR) Manager to join their leadership team in Tokyo. This role offers the opportunity to develop a robust HR team in Japan, supporting the company's ambitious growth plans through hiring and M&A opportunities. Enjoy a flexible work arrangement with 3-4 days remote, while contributing to a dynamic and expanding organization.

#### Key Responsibilities:

- Develop and execute HR plans for Japan operations
- Provide leadership to Japan People and Culture team

- - Design programs to enhance employee experience and productivity
- - Oversee learning and development programs for employees
- - Manage HR operational budget in Japan
- - Ensure legal compliance in HR processes
- - Mentor managers on performance management and conflict resolution
- - Harmonize HR processes across entities and subsidiaries

**Qualifications:**

- - Relevant degree in Human Resources, Psychology, or Management
- - 3+ years of experience in a similar HR role
- - Proficient in Japanese and English (mandatory)
- - Solid understanding of Japan employment legislation and labor standards
- - Experience in multinational and global company
- - Experience in professional services industry is preferred but not mandatory
- - Experience managing creative and technical workforces is preferred but not mandatory
- - Experience with HR strategy development and execution

---

**Company Description**