



Understanding People

Head of HR Japan & US 人事部長（日本・米国）

Executive HR leadership role

Job Information

Recruiter

Specialized Group

Job ID

1581697

Industry

Internet, Web Services

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

April 6th, 2026 04:00

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Executive

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

Head of HR, Japan & US 人事部長 日本・米国 - AI Industry (Competitive salary, Flexible remote work, Executive role)

Our client, a global leader in the AI industry, is seeking a Head of HR for Japan & US to drive HR transformation and global expansion. This executive role offers the opportunity to design the future of work in the AI era and lead a global HR function across two major regions. Enjoy flexible remote work, flexible working hours, and a competitive salary while working closely with the CEO.

Key Responsibilities:

- - Design HR strategies for business growth
- - Integrate HR functions across Japan and US
- - Lead recruitment to scale development teams

- - Ensure compliance with labor laws in Japan and US
- - Lead and develop a 30-member HR team
- - Develop global HR policies and programs
- - Foster global organizational culture and engagement

Qualifications:

- - 10+ years of HR leadership experience
- - Experience in global HR strategy development
- - Knowledge of Japanese and US labor laws
- - Proficiency in English and Japanese
- - Experience in AI or tech industry is preferred but not mandatory
- - Experience with HR transformation and organizational change
- - Strong leadership and team management skills

Company Description