



PR/118491 | (Japanese Speaking) Global Mobility Department Manager

Job Information

Recruiter

JAC Recruitment UK

Job ID

1582377

Industry

Automobile and Parts

Job Type

Permanent Full-time

Location

United Kingdom

Salary

Negotiable, based on experience

Refreshed

May 26th, 2026 06:00

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Business Level

Minimum Education Level

Associate Degree/Diploma

Visa Status

No permission to work in Japan required

Job Description

Company: Japanese manufacturing company

Positions: (Japanese Speaking) Global Mobility Department Manager

Location: Berkshire (hybrid work)

Salary: Depending on experience

Our client is looking for an experienced Global Mobility Department Manager to lead and evolve their mobility strategy across the European region. This senior role plays a vital part in supporting our client's international workforce, ensuring smooth, compliant, and cost-effective mobility processes for expatriates from Japan HQ and European branches.

As the regional subject-matter expert, you will oversee all expatriate operations, partner closely with senior HR leaders and stakeholders, and lead a specialist team that delivers exceptional mobility services. If you thrive in a fast-paced, multicultural environment and enjoy driving operational excellence, we'd love to hear from you.

Responsibilities

- Lead end-to-end global mobility operations across Europe
- Manage all immigration and visa process.
- Oversee compliance with tax, social security, payroll, and immigration requirements, working with external advisors to ensure accurate delivery.
- Design and manage mobility packages, ensuring consistency, transparency, and cost control.
- Build strong working relationships with Japan HQ, local HR teams, Finance, and other senior stakeholders.
- Monitor legislative and policy changes, refreshing internal processes and policies where needed.
- Own the annual expatriate budget, forecasting, reporting, and cost analysis.
- Guide and develop the Global Mobility team, ensuring capability growth and clear performance direction.
- Support wider HR projects and pan-European initiatives as part of the HR Operations function.

Requirements

- Extensive experience in Global Mobility within a complex, multi-country organization.
- Strong knowledge of international assignments, tax, payroll and immigration considerations.
- Proven leadership experience managing specialist teams.
- Excellent stakeholder management and the ability to influence senior leaders.
- High analytical capability, attention to detail, and strong risk awareness.
- English and Japanese language skills (both required).
- Strong MS Office skills, especially Excel.
- Ability to manage confidential information and work effectively under pressure.
- Collaborative, proactive mindset with a positive, solution-focused approach.

- Additional European language skills would be desirable.
- Experience managing expats involving Japan HQ or similar corporate structures would be desirable.

We regret to inform that only shortlisted candidates will be notified. Thank you for your understanding.

Notice: By submitting an application for this position, you acknowledge and consent to the disclosure of your personal information to the Privacy Policy and Terms and Conditions, for the purpose of recruitment and candidate evaluation.

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Company Description