



Understanding People

Retail HRBP Manager / リテールHRBPマネージャー

Luxury fashion brand, 8M+ salary

Job Information

Recruiter

Specialized Group

Job ID

1582580

Industry

Apparel, Fashion

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

March 17th, 2026 12:19

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

Retail HRBP Assistant Manager / Manager リテールHRBPアシスタントマネージャー / マネージャー | **Luxury Fashion - 8M+ Salary, 2-Day Hybrid**

Our client, a leader in the luxury fashion industry, is seeking a Retail HRBP Assistant Manager/Manager to join their team. This role offers the unique opportunity to partner closely with retail operations, driving HR strategies that support business objectives and employee growth. Enjoy a hybrid work setup with up to 8M salary and 2 days of remote work per week.

Key Responsibilities:

- Develop and manage workforce planning with Area Managers
- Execute store staff recruitment with Recruitment Specialist
- Implement performance management processes using Kaonavi
- Manage salary increases and promotions with C&B Specialist

- Address employee consultations and disciplinary matters
- Support career development and talent development plans
- Ensure compliance with labor laws in labor management

Qualifications:

- 5+ years HR experience in retail industry (mandatory)
- HRBP or HR management experience in retail (mandatory)
- Broad knowledge of labor law, recruitment, performance management
- Native-level Japanese (mandatory)
- Experience with HR software like Kaonavi is preferred but not mandatory
- Experience in luxury fashion retail is preferred but not mandatory
- Strong problem-solving skills

Company Description