

【英語を活かす】 人事部長/ HR Director

メディア・エンターテインメント企業にて、人事部長の求人がございます。

Job Information

Recruiter

Robert Walters Japan (ロバート・ウォルターズ)

Hiring Company

メディア・エンターテインメント企業

Job ID

1584186

Industry

TV, Radio, Media

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

9 million yen ~ 14 million yen

Work Hours

お問い合わせください

Holidays

完全週休2日制, 土日祝日休み, 有給休暇

Refreshed

March 27th, 2026 16:48

General Requirements

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

An international media and entertainment company is looking for an HR Director. The selected candidate will lead people strategy, talent initiatives, and organisational development while partnering closely with senior leadership to drive a high-performing and inclusive workplace. This is a hybrid setup role.

A leading global entertainment company operating in Japan, this organisation specialises in film, television, and digital content, combining world-class storytelling with strong local market expertise. Backed by a powerful international network, it offers dynamic career opportunities in a fast-paced, creative environment where professionals can work on globally recognised brands and innovative media projects.

Keywords:

人事ディレクター, 人事戦略, 組織開発, タレントマネジメント, 労務管理, チェンジマネジメント, グローバル人事, 求人, 外資系

Job Ref: HDWRQZ

Responsibilities:

- Partner with senior leadership to develop and execute people strategies aligned with business priorities
- Contribute HR insights to senior management meetings, strategic projects, and long-term planning and budgeting
- Lead key HR processes including talent review, compensation, performance management, and succession planning
- Identify learning needs and deliver learning and development programs using internal and external resources
- Advise leaders, managers, and employees on organisational development and people-related matters
- Drive organisational change management initiatives aligned with business strategies
- Manage HR due diligence and integration support for M&A or divestment activities when required
- Lead employee relations, including grievance management, counselling, and policy compliance
- Develop and implement HR policies, practices, and procedures in line with local labour laws
- Drive employee engagement initiatives, surveys, and action plans to enhance employee experience
- Ensure HR operational excellence across data management, HR systems, payroll coordination, onboarding, and offboarding
- Lead, coach, and develop the local HR team with collaboration with global HR partners

Requirements:

- Practical experience developing and executing people strategies in a complex, multi-business environment
- Experience partnering with senior leadership and as a key member of leadership teams
- Proven experience in employment law in Japan and organisational change management
- Experience working in a global matrix organisation
- Experience in employee relations within fast-paced and creative business environments
- Ability and willingness to travel
- Possess a valid authorisation to work in Japan
- Fluent level written and verbal English and Japanese

Company Description

We've been a driving force in the Japanese bilingual recruitment market, providing high quality candidates for our clients and access to the best jobs for over 20 years. We operate a team-based profit share system which, we believe, sets us apart from the majority of competitors by enabling us to always put the interests of our clients and candidates first. That means we can find the best fit for employer and job seeker, and we never push people into unsuitable roles.