



Health&Safety Manager

ZARA, ZARAHOME

Job Information

Hiring Company

[ITX Japan Co., Ltd.](#)

Job ID

1584208

Division

HR-H&S

Industry

Apparel, Fashion

Company Type

Large Company (more than 300 employees) - International Company

Non-Japanese Ratio

Majority Japanese

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards, Shibuya-ku

Train Description

Yamanote Line, Ebisu Station

Salary

8 million yen ~ Negotiable, based on experience

Work Hours

10 : 00~19 : 00 (休憩60分)

Holidays

完全週休2日制 (土・日)、祝日

Refreshed

March 28th, 2026 09:53

General Requirements

Minimum Experience Level

Over 3 years

Career Level

Mid Career

Minimum English Level

Business Level (Amount Used: English usage about 50%)

Minimum Japanese Level

Native

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

OVERVIEW

This is the specialist in Occupational Health and Safety at INDITEX. Their job is to act as an advisory body for the company and its staff. They must ensure that the internal occupational health and safety management system (IOHSMS) is operational, always adapting it to the legislation in force, while ensuring its correct implementation and updating.

She/he will manage the occupational risks and advise other departments, creating culture and involving all roles and functions.

MAIN RESPONSIBILITIES

- Through the Regional/HR managers supervise and control the maintenance of records and files required by current legislation, as well as the system itself.
- Integrate functions and participation of different departments.
- Organize training and information (develop and implement training system)
- Organize or elaborate risk assessments in all workplaces (General risks, fire, psychosocial, ergonomics...)
- Develop and implement plans for the management of emergencies.
- Organize health monitoring services and medical checks.
- Implement and monitor systems for the reporting and investigation of accidents.
- Coordinate the control of external suppliers in matters of Health & Safety compliance.
- Leading the Employee Representative Relations (Constitute and chair Health & Safety Committees)
- Identify the needs and coordinate the provision of all safety equipment to different teams and workplaces
- Establish a control system in the field of fire prevention (Emergency exits, fire-fighting equipment, etc ...)
- Monitor and review environmental conditions (Noise, Temperature, lighting...) and organize specific assessments when needed.
- Implementation and maintenance of management system standard ISO 45001.
- Ensure and report on legal compliance in matters of Health & Safety.
- Coordinate awareness and training campaigns in Health, Safety and Wellbeing.
- Promotion of employee wellbeing and coordination of healthy initiatives.

OTHER INFORMATION

-Commute expense up to 50,000 yen

-Social Insurance
employment insurance, health insurance, Long-term care insurance*from40 y.o/ welfare pension, industrial accident insurance

REPORT LINE

- HR Director
- International team

BENEFITS

-Employee discount (ZARA/ZARAHOME) * after probational period

-Paid holiday (16days on 1st year)
you can take max. 16days straight for your vacation twice a year by using your paid holiday, and ordinary holidays

-GLTD

-Language Learning Apps (Premium Plan)– Free registration

NOTICE

- Double work/ side business is not allowed
 - Offering salary is negotiable based on experience.
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Required Skills**EXPERIENCE AND QUALIFICATIONS**

- Experience in completing health and safety management audits against ISO 45001 and implementing action plan to meet audit findings.
- 5+ years proven experience of working in a health and safety role at a similar level and bringing about culture change within an organization.
- Experience in training, coaching and mentoring to develop health and safety knowledge and expertise.
- Language proficiency : Japanese (Native) , English (Business)
- Experience of successfully managing projects.
- Line Management experience including providing positive support, advice and encouragement in colleague's development.
- BS or MS in environmental, health, safety or relevant scientific or engineering field.

PREFERABLE SKILLS

- Ability to interpret and provide legal and authoritative advice on health and safety and risk management issues.
 - Good communicator able to engage teams at all levels of the organization.
 - Capacity for solving complex problems and making decisions.
 - Self-driven initiative and able to plan their work independently.
 - Willing to learn and self-motivated to keep their knowledge continually updated.
 - Inherent interest for the safety, health and wellbeing of people.
 - Able to travel when needed.
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Company Description