



New Role - HR Manager opening · Tokyo · Global luxury brand [Exclusive job](#)

## Job Information

### Recruiter

[Scouta K.K.](#)

### Hiring Company

Its a fast growing premium luxury brand scaling globally.

### Job ID

1585658

### Industry

Apparel, Fashion

### Job Type

Permanent Full-time

### Location

Tokyo - 23 Wards

### Salary

8 million yen ~ 12 million yen

### Salary Bonuses

Bonuses included in indicated salary.

### Refreshed

May 30th, 2026 08:00

## General Requirements

### Minimum Experience Level

Over 6 years

### Career Level

Mid Career

### Minimum English Level

Fluent

### Minimum Japanese Level

Fluent

### Minimum Education Level

Bachelor's Degree

### Visa Status

Permission to work in Japan required

## Job Description

Our client is a fast growing global luxury brand with galleries opening worldwide — at an exciting start-up phase with a lean 4-person Tokyo office and 35-strong manufacturing team in Japan.

**Most companies ask HR to follow the process.** We are asking you to create it. If that sounds like exactly what you have been waiting for — we want to hear from you.

### What you will be doing

- Own end-to-end HR across Japan — payroll, compliance, employee relations and hiring
- Build and implement HR policies and work rules for a growing multi-site team
- Work directly with Japan GM and align with global HR in US

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## Required Skills

### What we are looking for

- Solid HR generalist background in Japan — labor law, social insurance and compliance
- Business level Japanese and English — you will work with both local teams and global HQ
- A self-starter who sees a standalone role as an opportunity, not a challenge

### What is in it for you

- Great compensation and solid bonus and increment in place
- A reporting line that genuinely invests in your growth
- Global exposure from day one — connected to an international team
- Hybrid work setup with full flexibility

**Keywords:** HR Manager, HR Generalist, Human Resources Japan, Standalone HR, Payroll Coordination, Social Insurance, Japanese, Labor Law, Employee Relations, Employee Lifecycle, Onboarding, Luxury Brand, HR Operations, People Operations, Compliance

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## Company Description