



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 2nd, 2026 07:00

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

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

Company Description