



Understanding People

Head of HR 人事部長 - Strategic Leadership (Flexible Remote Work)

Flexible remote work

Job Information

Recruiter

Specialized Group

Job ID

1586716

Industry

Software

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

April 29th, 2026 01:00

General Requirements

Minimum Experience Level

Over 6 years

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

Head of HR 人事部長 - Strategic Leadership (Flexible Remote Work)

Our client, a fast-growing SaaS start-up, is seeking a Head of HR to lead strategic HR initiatives and operations in an international environment with flexible remote work options. This role offers the opportunity to act as a strategic partner to senior management in Japan, driving people initiatives and ensuring compliance with Japanese labor law.

Key Responsibilities:

- Design and execute HR strategies with senior management
- Oversee recruitment strategy to attract top talent globally
- Ensure compliance with Japanese labor laws
- Lead talent development and leadership programs
- Act as HRBP for Japan, advising on organizational design
- Manage HR operations including payroll and benefits

- Provide guidance on employee relations and performance management

Qualifications:

- Fluency in Japanese and English
 - Experience in HR leadership roles
 - Knowledge of Japanese labor laws
 - Experience in talent acquisition and development
 - Experience in strategic HR planning
 - Experience in SaaS or tech industry is preferred but not mandatory
 - Experience with remote work environments is preferred but not mandatory
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Company Description