



Understanding People

Retail HR Manager リテールHRマネージャー - Fitness (Flexible Remote)

Fast-growing fitness brand, Remote

Job Information

Recruiter

Specialized Group

Job ID

1591731

Industry

Amusement, Entertainment

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

May 14th, 2026 11:43

General Requirements

Minimum Experience Level

Over 3 years

Career Level

Mid Career

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

Retail HR Manager リテールHRマネージャー - Fitness (Flexible Remote & Hours, Global HR Path)

Our client, a fast-growing fitness company with an international brand presence, is seeking a Retail HR Manager to lead their HR initiatives. This role offers the opportunity to shape HR strategies in a rapidly expanding environment and collaborate with executive leadership to address organizational challenges. Enjoy flexible remote work, flexible working hours, and a career path to becoming a global HR leader.

Key Responsibilities:

- Lead HR strategy design and execution for rapid growth
- Collaborate with executives to address organizational challenges
- Design and improve HR systems, including recruitment and compensation
- Manage organizational development, including evaluation and goal setting

- Design and monitor KPIs, implement PDCA cycle
- Oversee HR operations for retail and franchise locations

Qualifications:

- Native Japanese, business-level English proficiency
- Retail HR experience
- Experience in HR strategy design and execution
- Experience in HR system design or operational improvement
- Experience in KPI design and monitoring, PDCA cycle
- Experience with multi-store or franchise HR management is preferred but not mandatory
- Experience in organizational management, including evaluation and goal setting
- Experience collaborating with executive management

Company Description