

## HR Director | Lead Transformation in Industrial Services

**Strategic HR Director**

## Job Information

**Recruiter**

Michael Page

**Job ID**

1596941

**Industry**

Other (Distribution, Retail, Logistics)

**Job Type**

Permanent Full-time

**Location**

Tokyo - 23 Wards

**Salary**

Negotiable, based on experience

**Refreshed**

June 11th, 2026 16:21

## General Requirements

**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

This is a senior HR Director role leading people strategy and transformation within a well-established industrial services organisation in Japan. You will partner closely with both local executives and regional leadership to drive organisational capability and long-term talent development.

**Client Details**

Our client is a leading Japan-based industrial services organisation with a long-standing market presence and nationwide operations. The company operates within a global framework, offering a stable yet evolving environment with strong emphasis on leadership development and organisational transformation.

**Description**

- Lead end-to-end HR strategy, aligning people initiatives with business priorities
- Drive HR transformation programmes, particularly in succession planning and leadership development
- Act as a trusted advisor and change agent to the executive leadership team
- Balance strategic leadership with oversight of core HR operations
- Serve as a bridge between local management and regional/global HR stakeholders
- Lead and develop the HR and general affairs team

- Provide pragmatic HR guidance within a complex, operationally driven environment

#### **Job Offer**

- Competitive executive-level compensation package
- High-impact leadership role within a well-established organisation
- Opportunity to shape long-term HR strategy and organisational capability
- Exposure to regional and global HR leadership

To apply online please click the 'Apply' button below. For a confidential discussion about this role please contact Claire Bao on +81 3 6627 6074.

---

#### **Required Skills**

- Proven track record in a senior HR leadership role (HR Director or equivalent)
  - Strong experience in organisational transformation, talent development, and succession planning
  - Ability to influence and challenge senior stakeholders
  - Deep understanding of HR practices in Japan and global HR frameworks
  - Strong business acumen and hands-on leadership approach
  - Native-level Japanese and business-level English
- 

#### **Company Description**

Our client is a leading Japan-based industrial services organisation with a long-standing market presence and nationwide operations. The company operates within a global framework, offering a stable yet evolving environment with strong emphasis on leadership development and organisational transformation.