



Understanding People

Head of HR / 人事部長

Executive leadership role

Job Information

Recruiter

Specialized Group

Job ID

1600841

Industry

Other (Manufacturing)

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

July 6th, 2026 19:09

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

Head of HR - Heavy Industry 人事部長・重工業

Our client, a leading company in the industrial sector, is seeking a Head of HR to spearhead HR transformation and global executive support. This leadership role offers the opportunity to drive strategic HR initiatives and collaborate closely with senior leadership to enhance organizational effectiveness. The position involves managing a team of 15, with a focus on HR innovation and transformation.

Key Responsibilities:

- Lead HR team to implement strategic HR initiatives
- Advise senior leaders on HR strategy and policies
- Develop workforce and talent strategies

- Oversee employee and labour relations strategies
- Modernize HR systems and processes
- Build leadership pipelines for key roles
- Drive HR initiatives for a values-driven culture

Qualifications:

- Business-level proficiency in English and Japanese
- Progressive HR leadership experience in complex, matrixed organizations
- Experience in employee and labour relations, compliance, and risk management
- Experience with HR technologies and digital transformation initiatives
- Proven ability to work with executive leadership on strategic HR issues
- 10+ years of HR management experience (preferred)
- Experience in organizational development and cultural transformation
- Knowledge of workforce planning and talent management strategies

Company Description