

Hybrid HR Manager-Global top-tier Chemical

Hybrid HR Manager

Job Information

Recruiter

[Michael Page](#)

Job ID

1601134

Industry

Pharmaceutical

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

July 8th, 2026 15:09

General Requirements

Career Level

Entry Level

Minimum English Level

Daily Conversation

Minimum Japanese Level

Fluent

Minimum Education Level

High-School

Visa Status

No permission to work in Japan required

Job Description

This is a hands-on HR Manager role with full ownership of HR operations and business partnering in Japan. You will play a key role in building a strong HR foundation while supporting leadership in a growing organisation.

Client Details

Our client is a large multinational group with diverse business operations across industries such as chemicals and logistics. The company is expanding its footprint in Japan through a newly established entity, offering a dynamic and entrepreneurial working environment.

Description

- Act as a trusted HR partner to senior leadership, including the local GM
- Provide strategic and operational HR support to drive business growth
- Lead labour management and ensure compliance with Japanese labour laws
- Develop and update company policies, rules, and HR frameworks
- Manage employee relations and foster a positive workplace culture
- Oversee day-to-day HR operations with a hands-on approach
- Support organisational development within a growing team

Job Offer

- Salary: 800万円～1200万円（ボーナス込み）
- Hybrid work style (2 days WFH per week)
- Opportunity to build and shape HR in a growing organisation
- Exposure to senior leadership and strategic decision-making
- Flexible working hours with core time system

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

- Experience in HR operations and HR business partnering within Japan
- Strong knowledge of Japanese labour laws and compliance (essential)
- Ability to work independently and take full ownership of HR activities
- Strong stakeholder management and communication skills
- Business-level Japanese (required); English not essential
- Comfortable working in a hands-on, evolving environment

Company Description

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