



Understanding People

HR Director / 人事ディレクター

Up to ¥17M package, Global luxury fashion

Job Information

Recruiter

Specialized Group

Job ID

1602810

Industry

Apparel, Fashion

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

July 30th, 2026 00:00

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

HR Director 人事ディレクター - Luxury Fashion (Up to ¥17M package)

Our client, a global luxury fashion brand, is seeking an HR Director to lead HR strategy and drive engagement in a creative, consumer-facing environment. This key leadership role offers the opportunity to partner with senior leadership on business and workforce planning, and to lead talent development and organizational effectiveness. The position offers a competitive package of up to ¥17M.

Key Responsibilities:

- Develop HR strategy for talent and organizational effectiveness
- Partner with senior leadership on workforce planning
- Lead talent development and succession planning

- Drive engagement and culture in retail environment
- Implement HR policies for global luxury brand
- Manage HR operations in luxury fashion industry

Qualifications:

- 5+ years in HR leadership roles
- Experience in luxury fashion industry
- Proven track record in talent development
- Strong understanding of organizational effectiveness strategies
- Experience with global brand structures
- Ability to drive engagement in fast-paced retail environments

Company Description