



Talent Acquisition Manager

Luxury Brand that is expanding fast

Job Information

Recruiter

PEAK Recruitment Japan K.K.

Job ID

1607961

Industry

Apparel, Fashion

Company Type

Small/Medium Company (300 employees or less) - International Company

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

7 million yen ~ 12 million yen

Refreshed

September 16th, 2026 07:00

General Requirements

Minimum Experience Level

Over 3 years

Career Level

Mid Career

Minimum English Level

Daily Conversation

Minimum Japanese Level

Native

Minimum Education Level

Technical/Vocational College

Visa Status

Permission to work in Japan required

Job Description

As a **Senior Talent Acquisition Specialist**, you will lead recruitment across both **corporate and retail functions** for an international luxury fashion business. You will be responsible for developing and executing recruitment strategies while also contributing to broader HR projects beyond pure talent acquisition.

This is an excellent opportunity for an experienced recruiter who wants to take ownership of recruitment while gaining exposure to **organizational development, onboarding, training, and cross-functional projects**.

Your Impact

Talent Acquisition

- Lead recruitment across corporate and retail functions.
- Develop and strengthen direct sourcing channels through the company career page and LinkedIn.
- Improve and optimize the Applicant Tracking System and recruitment processes.
- Build and manage a strong recruitment agency network.
- Identify opportunities to reduce recruitment costs and improve process efficiency.

Organizational Development

- Support employee engagement surveys and follow-up initiatives.
- Manage and operate internal recruitment and mobility programs.
- Support preparations for the development of shared service functions.

HR Projects

- Lead or contribute to projects initiated by global headquarters or locally in Japan.
- Support projects related to **onboarding, training, employee development, and other HR initiatives**.

Required Skills

- **5+ years of recruitment / talent acquisition experience** ; agency experience is also welcome.
- Recruitment experience within the **retail, luxury, fashion, or consumer industry** is preferred.
- Strong logical thinking and problem-solving skills.
- Excellent communication and stakeholder management skills.
- Creative and proactive approach to recruitment and HR projects.
- **Business-level English** and strong Japanese communication skills.

Company Description