

L&D & Talent Management – Global Fashion & Luxury Group

Job Information

Recruiter
SPOTTED K.K.

Job ID
1612662

Industry
Apparel, Fashion

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
8 million yen ~ 13 million yen

Refreshed
November 9th, 2026 04:00

General Requirements

Minimum Experience Level
Over 3 years

Career Level
Mid Career

Minimum English Level
Business Level

Minimum Japanese Level
Native Level

Minimum Education Level
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

Location: Tokyo, Japan
Employment Type: Full-time
Working Style: Hybrid
Salary: Around ¥13M, flexible depending on experience

About the Company

Our client is a **global fashion and luxury group** with a portfolio of internationally recognized brands and a strong presence across multiple markets.

Japan is one of the company's key markets and plays an important role within the global organization. The local HR team works closely with business leaders and international stakeholders, providing an opportunity to contribute to both Japan and global initiatives.

The Role

We are looking for an experienced **Learning & Development / Talent Management professional** to join the Japan HR

organization as an **Individual Contributor**.

The role will have a strong focus on **Performance Management, Leadership Development and Talent Development**, working closely with business leaders and HR stakeholders to strengthen employee development and organizational effectiveness across Japan.

This is a highly autonomous position, offering the opportunity to take ownership of projects and work directly with senior stakeholders.

Required Skills

Key Responsibilities

- Partner with managers and HR stakeholders to ensure a consistent and effective performance management and evaluation process.
- Design and implement **leadership development and management training programs**.
- Support talent identification, development and succession planning initiatives.
- Act as a trusted HR partner to managers and business leaders on talent and performance-related matters.
- Lead HR projects and initiatives independently, from planning through implementation.
- Collaborate with global and regional HR stakeholders to align local initiatives with broader organizational priorities.

Requirements

- Solid experience in **Learning & Development, Talent Management, Performance Management**, or a related HR function.
- Demonstrated experience managing or leading an annual performance review / appraisal process.
- Strong project management and stakeholder management skills.
- Comfortable working independently as an **Individual Contributor**.
- Strong communication and influencing skills, with the ability to work effectively with senior stakeholders.
- Ability to operate effectively in a global, multicultural environment.
- **Business-level English** is preferred due to interaction with international stakeholders.

Ideal Profile

The ideal candidate will have a strong background in **L&D, Talent Development, Performance Management or Organizational Development**, combined with the ability to work independently and influence stakeholders across the organization.

The company is **flexible regarding seniority and compensation**, depending on the candidate's experience and overall fit.

Company Description