



Training Manager

Diptyque Japan株式会社での募集です。 トレーナー・インストラクタ...

Job Information

Recruiter

JAC Recruitment Co., Ltd.

Hiring Company

Diptyque Japan株式会社

Job ID

1613696

Industry

Daily Necessities, Cosmetics

Company Type

International Company

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

6 million yen ~ 9 million yen

Work Hours

09:00 ~ 18:00

Holidays

【有給休暇】有給休暇は入社時から付与されます 入社7ヶ月目には最低10日以上 【休日】完全週休二日制 土 日 祝日 夏季休暇 ...

Refreshed

September 17th, 2026 17:39

General Requirements

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Native

Minimum Education Level

High-School

Visa Status

Permission to work in Japan required

Job Description

【求人No NJB2394326】

◇ Training Planning Execution

- ・ Lead the planning localization and execution of product and retail excellence training programs for Retail teams
- ・ Ensure timely and high quality implementation of both global and local training initiatives translating HQ materials into impactful learning experiences adapted to the local market
- ・ Maintain excellence and consistency in product knowledge storytelling and brand communication across all Retail teams

◇ Field Coaching Store Support

- Develop and implement field coaching store follow up and continuous learning plans throughout the year
- Maintain consistency of Diptyque service rituals and boutique experience standards
- Ensure high standards of grooming and luxury service behavior across all retail teams
- Support newly onboarded employees through effective follow up and in store coaching to ensure confidence engagement and knowledge retention after training
- Partner closely with Retail leadership and Store Managers to identify development opportunities strengthen learning effectiveness and elevate advocacy within stores

◇ Team Leadership Development

- Set objectives and development plans for the Training team
- Provide direction coaching and development opportunities to enhance team capability and performance
- Drive team performance and foster a culture of coaching and continuous improvement

◇ Operational Cross Functional Collaboration

- Monitor training related KPIs and interpret relevant data to identify trends and develop action plans
- Manage training related budgets within approved scope while ensuring operational efficiencies
- Collaborate closely with Marketing Retail and cross functional stakeholders to drive alignment and execution excellence

Required Skills

◇ Experience/Skill

- More than 8 years of experience in training learning development
- Experience in Fragrance and Beauty or related luxury industries is strongly preferred
- Strong facilitation presentation and communication skills
- Excellent organizational planning and execution abilities
- Analytical mindset with the ability to interpret data and translate insights into actionable initiatives
- Experience in people management and team development
- Business English capability
- Willingness to travel domestically as required

◇ Personal Attributes

- Strong sense of ownership and accountability
- Passion for luxury client experience and strong affinity for the brand universe
- Ability to embody and communicate brand storytelling with authenticity and consistency
- Emotionally intelligent collaborative and team oriented
- Adaptable and capable of maintaining composure in a fast paced and evolving environment
- Proactive detail oriented and solutions driven mindset

Company Description

1. 香り付きインテリア装飾製品の販売 2. 香水の販売 3. スキンケア用品、ヘアケア用品、及びボディケア用品の販売 4. 医療部外品、化粧品の製造及び販売 5. 上記に附帯する一切の業務