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Senior HRBP Manager, People Experience – Retail

Exclusive job

Compensation package up to ¥20M

Job Information

Recruiter
SPOTTED K.K.

Job ID
1614718

Industry
Retail

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
13 million yen ~ 20 million yen

Refreshed
November 11th, 2026 00:00

General Requirements

Minimum Experience Level
Over 3 years

Career Level
Mid Career

Minimum English Level
Daily Conversation Level

Minimum Japanese Level
Native Level

Minimum Education Level
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

About the Role

A global consumer and beauty company is looking for a **Senior Manager, People Experience** to lead the execution of HR strategies and initiatives across its Retail organization in Japan.

Working closely with the Retail HR Business Partner, this role will translate HR strategy into practical execution across the Retail organization and act as a key operational HR partner to Retail leadership and other HR functions.

This is a hands-on, business-oriented position with a strong focus on **HR program execution, employee experience, stakeholder management, and continuous improvement**.

Key Responsibilities

- Execute HR priorities and initiatives across the Retail organization

- Develop and manage implementation plans for HR programs
- Lead key HR processes including:
  - Performance management
  - Talent reviews
  - Workforce planning
  - Employee engagement
  - Organizational change
  - Leadership development
- Partner with Retail leaders on people-related matters and HR initiatives
- Provide practical HR guidance on day-to-day employee matters
- Drive initiatives across onboarding, development, recognition, and retention
- Identify opportunities to improve the employee experience of Retail employees and frontline teams
- Support organizational change and HR transformation initiatives
- Drive process improvements and adoption of new HR operating models
- Monitor people metrics and workforce data to identify trends and improvement opportunities
- Work closely with HRBPs, People Services, COEs, Talent Acquisition, Employee Relations, and business leadership

Required Skills

Requirements

- Strong experience in Human Resources, ideally within **retail, consumer, luxury, beauty, hospitality, or another customer-facing environment**
- Experience managing and implementing HR programs across an organization
- Strong knowledge of core HR processes, including performance management, talent management, employee engagement, workforce planning, and organizational change
- Strong stakeholder management and communication skills
- Experience working with senior business leaders
- Strong problem-solving and project management skills
- Comfortable working in a complex, cross-functional organization
- **Native Japanese and conversational English**

Ideal Candidate

The ideal candidate is a **hands-on HR professional who can bridge HR strategy and execution** .

Experience supporting retail employees, Beauty Advisors, frontline teams, or other customer-facing populations would be particularly relevant.

The role would suit someone who enjoys working closely with the business, managing multiple HR initiatives, and turning HR strategy into effective day-to-day execution.

Company Description