



Morgan
McKinley

【日系小売大手】グローバル人事・人事企画 | アジア担当

シンプル・サステナブルなライフスタイルを提案する、グローバルブランドです

Job Information

Recruiter

Morgan McKinley

Job ID

1616584

Industry

Bank, Trust Bank

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

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General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Fluent

Minimum Japanese Level

Fluent

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

日本を代表するライフスタイル・ブランドにて、アジア各国の人材戦略と組織づくりを推進するグローバル人事・人事企画スペシャリストを募集しています。

東京を拠点に、主に東アジア地域のHR施策をリードし、東南アジアの事業もサポート。海外の事業責任者や現地HRチームに対するHRBP（HRビジネスパートナー）として、各国の組織・人材課題を把握し、事業戦略に沿った人事施策を企画・推進します。

具体的には、等級・評価・報酬、労務管理、従業員エンゲージメント、グローバル人材育成など、国際的なHR制度・施策の設計・導入・改善を担当します。

HRBP、人事企画、人事制度、HRジェネラリストなどの経験と英語力を活かし、海外拠点と東京本社をつなぐポジションです。

主な職務内容

- ・ 東アジアを中心とした地域の事業責任者に対するHRビジネスパートナー（HRBP）として、組織・人材ニーズを把握し、HR戦略を推進
- ・ 東南アジア地域のHR施策をサポート
- ・ 各国・地域の組織課題を分析し、事業戦略に沿ったローカルHR戦略を企画・実行
- ・ 等級、報酬、評価、労務管理などの国際的なHR制度を調査・設計・導入
- ・ グローバル従業員持株制度など、従業員エンゲージメントに関するHRプログラムを推進
- ・ 現地HRチームと連携し、各地域のHR施策をグループ全体のHR戦略と整合
- ・ 海外駐在員および現地社員のタレントパイプライン・育成施策を推進
- ・ 海外の事業責任者と東京本社の間に入り、HRポリシーや制度の展開、チェンジマネジメントを推進
- ・ 海外事業の組織基盤・スケーラビリティ強化を支援
- ・ 海外経営層、現地HR、東京本社などのステークホルダーと連携し、クロスボーダーのHRプロジェクトを推進

Join a leading Japanese retail group as a **Global HR Planning Specialist**, helping drive international talent strategy and HR transformation across key Asian markets.

Based in Tokyo, you will work as an HR business partner to regional leaders, taking the lead on HR initiatives in **East Asia while supporting Southeast Asian markets**. Your responsibilities will span global HR planning, grading and compensation frameworks, performance evaluation, labor management, employee engagement, and talent development.

Working directly with overseas business leaders, local HR teams, and Tokyo headquarters, you will help establish consistent and scalable **global HR systems** while ensuring regional requirements are reflected in corporate people strategy.

This is an excellent opportunity for an experienced **HRBP, HR Generalist, or HR Planning professional in Japan** looking to develop a career in global HR while leading cross-border projects in a major international retail organization.

Key Responsibilities

- ・ Serve as an **HR Business Partner to regional business leaders**, leading HR initiatives across key East Asian markets and supporting Southeast Asian operations.
- ・ Assess organizational and workforce requirements in each market and develop practical HR strategies aligned with regional business priorities.
- ・ Research, design, implement, and improve **global HR frameworks**, including job grading, compensation, performance evaluation, and labor management systems.
- ・ Support international employee engagement initiatives, including programs such as global employee stock ownership.
- ・ Partner with in-country HR teams to align local HR policies and practices with corporate strategy while considering regional business and workforce requirements.
- ・ Manage and strengthen **global talent pipelines**, supporting the development of both expatriate and locally hired employees.
- ・ Collaborate directly with overseas business heads and Tokyo headquarters to implement HR policies consistently across international operations.
- ・ Support change management and organizational development initiatives as the company's overseas business continues to scale.
- ・ Identify regional HR challenges, structure complex issues, and develop practical solutions that improve organizational effectiveness and workforce alignment.
- ・ Build strong relationships across headquarters, regional executives, and local HR teams to support effective cross-border business execution.

Required Skills

必須条件経験・資格：

- ・ HRジェネラリスト、HRBP（人事ビジネスパートナー）、人事企画などの実務経験5年以上
- ・ 等級、評価、報酬制度の導入・改定経験
- ・ または、労務・採用領域における実務経験
- ・ 日系グローバル企業や外資系企業など、国際的な事業環境におけるHR経験
- ・ 大卒以上（または同等の資格・経験）

ソフトスキル：

- ・ 複雑・曖昧なHR課題を分析・構造化し、実行可能な解決策を導く能力
- ・ 海外経営層、海外HRチーム、東京本社など、多様なステークホルダーと協働・調整できるコミュニケーション能力

語学力：

- ・ 日本語：流暢
- ・ 英語：ビジネスレベル（海外関係者とのHRプロジェクト、会議、交渉をリードできるレベル）

歓迎条件

- ・ 国際的な人事制度導入プロジェクトに関わった経験（リードした経験があれば尚可）
- ・ 海外現地法人・支社と直接連携してHRプロジェクトを進めた経験
- ・ 組織再編、チェンジマネジメント、組織変革に携わった経験
- ・ 複数の海外拠点・国・地域を対象としたHR業務またはHRBP経験

採用企業について

東京証券取引所に上場する日系グローバル企業で、シンプルでサステナブルなライフスタイル商品を世界各国で展開しています。

商品企画・デザインから製造、流通、販売まで一貫した事業モデルを構築し、衣料品、生活雑貨、日用品などの商品を世界中の消費者に提供しています。

アジアをはじめ海外市場で事業を展開し、グローバルな事業基盤を構築しています。

この求人がおすすめの理由

- シンプル・サステナブルなライフスタイルを提案する、グローバルブランド
- 東京を拠点に、アジア地域のGlobal HRとして経験を積める
- HRBPとして地域の組織・人材課題に向き合い、HR戦略を推進できる
- 業務フローやチームの役割が明確で、期待値を把握しやすい
- 改善点の提案が歓迎されるオープンな企業文化
- フレックスタイム制、ハイブリッドワーク、家族・介護に対応した有給休暇など、ライフステージに合わせて働ける

Required Skills and Qualifications **Experience:**

- 5+ years of hands-on experience in **HR Generalist, HR Business Partner (HRBP), or HR Planning** roles.
- Proven experience introducing, redesigning, or improving **job grading, performance evaluation, or compensation systems**, and/or experience in labor relations and recruitment.
- Experience working within the HR function of an international organization, including a Japanese multinational or foreign-affiliated company.
- Practical knowledge across broader HR disciplines, including organizational development, labor management, talent management, and HR policies.
- Experience working with multiple stakeholders on HR initiatives or organizational projects.
- Bachelor's degree or equivalent relevant educational background.

Soft Skills:

- Strong analytical and problem-solving skills, with the ability to structure complex or ambiguous HR challenges and translate them into practical solutions.
- Excellent interpersonal and stakeholder-management skills for collaborating with and influencing regional executives, local HR teams, and corporate headquarters.
- Strong project-management capabilities and the ability to drive HR initiatives across multiple teams and markets.
- Ability to work independently and take ownership of international HR projects.
- Strong cross-cultural communication skills for building effective relationships across different countries, cultures, and organizational levels.
- Flexible and adaptable approach to working within a growing international business environment.

Language Requirements:

- **Japanese:** Fluent proficiency.
- **English:** Business-level proficiency in both written and spoken communication, with the ability to independently lead HR projects, meetings, discussions, and negotiations with international stakeholders.

Preferred Skills & Qualifications

- Hands-on experience leading or participating in **cross-border HR system implementation projects**.
- Experience coordinating HR projects directly with international subsidiaries, branches, or regional offices.
- Experience with corporate restructuring, organizational transformation, or change management initiatives.
- Experience managing or partnering with HR functions across multiple countries or international regions.
- Strong understanding of **global HR planning, compensation and benefits, performance management, talent development, and organizational development**.
- Experience supporting both expatriate and locally hired employee populations.
- Experience within the **retail, FMCG, consumer goods, or wholesale sector** would be valuable.

About the Company

Our client is a **Tokyo-listed global retail company** recognized internationally for its simple and sustainable approach to lifestyle products.

The company manages an integrated global business spanning product design, manufacturing, distribution, and retail, offering high-quality apparel, household goods, and everyday essentials to customers around the world.

With an expanding international presence across Asia and other global markets, the organization continues to strengthen its **global HR strategy, talent management, and organizational infrastructure** to support sustainable overseas growth.

The company's international scale provides HR professionals with the opportunity to work directly with overseas business leaders and local HR teams while contributing to strategic people initiatives from its Tokyo headquarters.

Why You'll Love Working Here

- Build your career in **Global HR and HR Planning** while working across multiple Asian markets from Tokyo.
- Partner directly with overseas executives, regional leaders, local HR teams, and corporate headquarters on strategic people initiatives.
- Gain broad exposure to **HRBP, compensation, grading, performance management, employee engagement, talent development, and organizational development**.
- Take an active role in designing and improving global HR frameworks rather than focusing solely on operational HR activities.
- Contribute to international talent development for both expatriate and locally hired employees.
- Work in an environment with clearly defined workflows and team responsibilities, supporting effective onboarding and day-to-day execution.
- Have the autonomy to identify operational challenges and propose practical improvements to HR processes and workflows.
- Benefit from **flexible working arrangements, including flextime and hybrid work options**.

- Access paid family and caregiving leave designed to support employees through different personal and family life stages.
 - Develop valuable cross-border HR expertise within a major Japanese retail group with an established international presence.
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Company Description

Morgan McKinleyは国際的な人材コンサルティング会社として、さまざまな業界・分野をリードする採用企業様と、スペシャリストとしてのスキルを有する人材とを結びつけるお手伝いをしています。1988年の創立以来、Morgan McKinleyの名は、「卓越した質のサービス」「市場知識の豊富さ」「No.1企業であり続けようとする強い意志」、そして何よりも「実績」を体現する会社として知られています。

リクルーティング スペシャリストである弊社コンサルタントまでお気軽にお問い合わせください。