



【日系小売】グローバルHRBP | 海外人事・制度設計

グローバルに事業を拡大する上場企業で、経営に近いHRキャリアを築ける

Job Information

Recruiter

Morgan McKinley

Job ID

1616676

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 10 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Fluent

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

東京証券取引所上場のグローバル小売企業にて、グローバルHRBP（人事ビジネスマネージャー）を募集しています。

海外主要市場の経営層・リージョナル責任者と直接連携し、グローバルHR戦略の立案・実行を担うシニアポジションです。

人事制度、報酬、評価、タレントマネジメントなどの仕組みをグローバルに設計・標準化し、海外事業の成長を支える組織基盤を構築していただきます。

本社と各国HRをつなぎながら、組織変革や複雑な労務・人事課題の解決をリードする、影響範囲の大きいポジションです。

主な職務内容

- ・ 海外主要市場の経営層・事業責任者への戦略的なHRアドバイザリー
- ・ 各地域の人材ニーズを把握し、組織体制・人員計画を設計
- ・ グローバルな人事制度・HRフレームワークの設計・導入
- ・ 等級、報酬、評価制度などのグローバルな仕組みづくり
- ・ エンゲージメント施策の企画・実行および各国への展開
- ・ タレントの発掘・育成、後継者計画、グローバル人材のモビリティ推進
- ・ 現地採用人材と海外駐在員の人材マネジメントを本社方針と連動
- ・ 各国HRチームおよび本社各部門との連携によるHR施策の推進
- ・ 組織変革や複雑な労務・人事課題に対する解決策の立案・実行
- ・ 海外各拠点におけるHR施策の標準化・高度化

Join a leading Tokyo-listed global retail company as a **Global HR Business Partner (HRBP)** and play a strategic role in supporting its continued international expansion.

Working directly with regional C-suite executives, business leaders, in-country HR teams, and headquarters functions, you will help design and implement scalable **global HR frameworks, talent management strategies, organisational structures, and HR systems** across key international markets.

This is more than a traditional HRBP role. You will combine strategic HR Business Partnering with hands-on HR planning and system design, covering grading structures, compensation, performance management, employee engagement, succession planning, global mobility, employee relations, and organisational transformation.

The role offers significant exposure to senior international leadership and the opportunity to influence how a major Japanese global brand develops its people and organisational capabilities across nearly 30 countries and regions.

Key Responsibilities

- ・ Act as a **strategic HR Business Partner** to regional C-suite executives and senior business leaders across key international markets.
- ・ Identify current and future talent requirements and translate business priorities into practical people and organisational strategies.
- ・ Design organisational structures that support international business growth and scalable operations.
- ・ Research, design, implement, and continuously improve **global HR frameworks**, including grading, compensation, performance evaluation, and employee engagement programmes.
- ・ Standardise talent identification processes and build leadership succession pipelines across international markets.
- ・ Develop and enhance global mobility processes to support both local talent and expatriate employees.
- ・ Ensure talent management and mobility strategies remain aligned with headquarters' broader business and people vision.
- ・ Partner with in-country HR teams and headquarters functions to align local and global HR priorities.
- ・ Lead and support **change management and organisational transformation** initiatives across multiple markets.
- ・ Advise senior stakeholders on complex organisational, employee relations, and labour-related issues.
- ・ Work with local HR teams to resolve challenging people matters while balancing business priorities and local requirements.
- ・ Drive greater consistency and scalability across international HR practices while recognising individual market needs.
- ・ Influence senior executives and regional leaders to gain alignment on HR policies, organisational priorities, and transformation initiatives.

Required Skills

必須条件 経験・資格：

- ・ HRBPまたは人事企画領域での実務経験10年以上
- ・ 等級、評価、報酬などの人事制度を設計・刷新した実績
- ・ グローバル企業におけるHR施策の企画・推進経験（※日系・外資系不問）
- ・ 労務・従業員対応、人材採用・配置に関する実務経験
- ・ 大卒以上

ソフトスキル：

- ・ 経営層・事業責任者に対して、HRの観点から提言・助言できるコミュニケーション能力
- ・ 複雑で曖昧な組織課題を分析し、具体的なHR施策に落とし込める問題解決力
- ・ 多様な関係者と利害を調整し、グローバルなプロジェクトを前に進める交渉力
- ・ 海外拠点や本社の関係者を巻き込み、変革を推進できるリーダーシップ

語学力：

- ・ 日本語：流暢
- ・ 英語：上級ビジネスレベル（単なる読み書き・会話ではなく、会議のリード、人事制度の議論、海外HRプロジェクトを英語で推進できるレベル）

歓迎条件

- ・ 小売、製造、消費財、または経営コンサルティング業界での経験
- ・ グローバルな人事制度導入、組織再編、複数国にまたがる変革プロジェクトの経験
- ・ 複数の海外拠点におけるHRオペレーションの管理・連携経験
- ・ 取締役、海外地域統括責任者、シニア部門責任者との協働経験

採用企業について

日系小売大手。

東京証券取引所に上場しているグローバルブランドです。シンプルでデザイン性の高いライフスタイル商品を世界各地で展開し、アパレル、生活雑貨、日用品など幅広い商品を提供しています。

約30の国・地域に販売・サプライチェーンネットワークを構築し、グローバルに事業を拡大。

海外事業の成長に伴い、各地域の組織・人材を支えるグローバルHR体制の強化を進めています。

この求人がおすすめの理由

- 日系グローバル企業の本社で国際的なHR施策に携われる
- 海外主要市場の経営層・事業責任者と直接関わるGlobal HRBPポジション
- 等級・報酬・評価など、グローバル人事制度の設計・変革をリード
- 経営に近いHRキャリアを築ける
- フレックス、ハイブリッド勤務、育児・介護休暇など柔軟な働き方に対応

Required Skills and Qualifications Experience:

- **10+ years of hands-on experience in HR Business Partnering, HRBP, or HR planning** roles.
- Proven experience designing, implementing, or significantly overhauling **grading, performance management, and compensation systems**.
- Experience leading HR initiatives within a global organisation, either a Japanese multinational company or an international multinational corporation.
- Hands-on experience in **employee relations, labour-related matters, and talent acquisition/staffing**.
- Strong expertise in global compensation, performance evaluation, grading structures, and talent management.
- Experience partnering with senior business leaders on complex organisational and talent issues.
- Experience translating business and organisational requirements into practical HR strategies and initiatives.
- Bachelor's degree.
- More than 10 years of relevant professional experience.

Soft Skills:

- Proven ability to **influence, negotiate with, and advise C-suite executives and regional business leaders**.
- Strong analytical ability to diagnose complex or ambiguous organisational challenges and translate them into actionable HR solutions.
- Strategic mindset combined with the ability to execute HR initiatives hands-on.
- Excellent stakeholder management skills across headquarters, regional leadership, and local HR teams.
- Strong communication and negotiation capabilities in an international business environment.
- Ability to balance global consistency with the different organisational requirements of individual countries and markets.
- Strong change management capabilities and confidence operating across complex multinational structures.

Language Requirements:

- **Japanese:** Fluent
- **English:** Fluent / Business level, with the ability to lead meetings, negotiate policies, and drive international HR projects verbally

Preferred Skills & Qualifications

- Professional background in **retail, FMCG/consumer goods, manufacturing, or management consulting**.
- Proven experience leading global HR system implementations.
- Experience leading **organisational redesign or multi-country HR transformation** programmes.
- Direct experience managing or partnering with HR operations across multiple international markets simultaneously.
- Experience working closely with corporate board members, regional presidents, C-suite executives, or senior divisional leaders.
- Experience developing global talent management, succession planning, or leadership pipeline programmes.
- Exposure to international mobility programmes involving local employees and expatriates.

About the Company

Our client is a **leading Tokyo-listed global retail and consumer goods company** recognised internationally for its minimalist, design-focused lifestyle products.

Built around a philosophy of simplicity and sustainability, the organisation operates an extensive retail and supply chain network across nearly **30 countries and regions**, manufacturing and distributing apparel, household products, and everyday lifestyle essentials.

As its international footprint continues to develop, the organisation is strengthening its global people infrastructure to create more consistent, scalable HR systems while supporting the requirements of individual markets. This creates a significant opportunity for an experienced **Global HRBP and HR Strategy professional** to influence the organisation's future global workforce and leadership model.

Why You'll Love Working Here

- Take on a strategic **Global HRBP role** supporting the international expansion of a major Tokyo-listed retail brand.
- Partner directly with **regional C-suite executives and senior business leaders** across international markets.
- Shape global HR frameworks covering compensation, grading, performance management, talent management, succession, and mobility.
- Gain exposure to HR strategy and organisational development across nearly 30 countries and regions.
- Lead initiatives that connect headquarters strategy with local HR execution across multiple overseas markets.
- Work within an organisation with well-developed operational manuals, systems, workflows, and clearly structured roles.
- Join a culture where employees are encouraged to identify inefficiencies and recommend improvements to existing workflows.
- Benefit from **hybrid/remote working and flextime arrangements**.
- Access paid parental and caregiver leave to support different life stages.

- Receive a competitive annual compensation package of **¥11M-¥14M**.
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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。