SPECIALIZED GROUP Understanding People

Head of HR / 人事責任者

年収1,800万 ~ 2,200万円

Job Information

Recruiter
Specialized Group

Job ID
1624162

Industry
Daily Necessities, Cosmetics

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
Negotiable, based on experience

Refreshed
November 26th, 2026 15:09

General Requirements

Minimum Experience Level
Over 3 years

Career Level
Mid Career

Minimum English Level
Business Level

Minimum Japanese Level
Business Level

Minimum Education Level
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

Head of HR | Strategic HR Leadership - ¥20M+ Salary, Hybrid work

Overview

Our client is seeking a Head of HR to lead strategic HR initiatives for their expanding operations in Japan within a global market-leading consumer goods company. This role offers the opportunity to drive workforce transformation and growth in a well-established division with existing talent acquisition and HR frameworks. The position includes a competitive total compensation package of 18-22M JPY and offers hybrid work options in Tokyo.

Key Responsibilities:

- Lead strategic HR initiatives for Japan expansion
- Oversee workforce transformation and change management
- Ensure compliance with Japanese labor laws and regulations
- Collaborate with global leadership and stakeholders
- Develop and implement hybrid work policies
- Drive employee engagement and organizational culture initiatives
- Lead HR team and mentor emerging HR leaders

Requirements:

- Fluent Japanese and advanced English communication skills
- Experience leading workforce transformation and change management
- Proven strategic HR leadership experience in multinational firms
- Knowledge of Japanese labor laws and employment regulations
- Strong stakeholder management and cross-cultural collaboration skills

Benefits:

- Competitive salary of JPY 18-22 million
- Hybrid work options

Company Description