

MichaelPage

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Talent Management Manager - Outdoor Retail Brand**Talent Management Manager-Outdoor retail****募集職種****人材紹介会社**

マイケル・ページ・インターナショナル・ジャパン株式会社

求人ID

1542343

業種

小売

雇用形態

正社員

勤務地

東京都 23区

給与

700万円 ~ 1100万円

更新日

2025年05月26日 17:24

応募必要条件**キャリアレベル**

中途経験者レベル

英語レベル

ビジネス会話レベル

日本語レベル

流暢

最終学歴

大学卒：学士号

現在のビザ

日本での就労許可が必要です

募集要項

This role leads strategic talent management and organizational development initiatives to optimize structures, processes, and culture across the business. You'll work cross-functionally with global and local stakeholders to ensure the organization is positioned for long-term growth, while managing a high-performing team.

Client Details

This client is a purpose-driven company that designs and sells high-quality outdoor apparel, gear, and accessories, with a deep commitment to environmental responsibility and social impact. With approximately 700 employees across Japan, the client offers a flexible, laid-back, and values-led work culture. Employees enjoy full flexibility around work styles-including remote and hybrid options-and work in an international, collaborative environment where diverse perspectives and a shared sense of mission drive the organization forward.

Description

- Lead organizational design initiatives to improve team collaboration and operational effectiveness
- Drive and support change management strategies to ensure smooth transitions during restructuring

- Develop and implement comprehensive talent management strategies across the employee lifecycle
- Create and deliver programs for onboarding, leadership development, succession planning, and learning
- Partner with global teams to integrate justice, equity, and belonging into business practices
- Manage and coach a team, ensuring high-quality execution of strategic initiatives
- Oversee talent and organizational development projects, including vendor management
- Build strong cross-functional relationships and influence at all organizational levels
- Collect and analyze data to measure effectiveness of programs and identify areas for improvement
- Lead internal communication strategies to drive alignment and engagement with new initiatives

Job Offer

- Full flexibility around work location and style (remote/hybrid options)
- Generous paid leave and wellness support
- Childcare leave and support programs
- Employee discounts and eco-conscious incentives
- Career development opportunities and access to global learning resources
- A values-driven, inclusive, and supportive work environment
- Performance incentive

To apply online please click the 'Apply' button below. For a confidential discussion about this role please contact Jeff Henderson on +813 6627 6055

スキル・資格

- Bachelor's degree in HR, Organizational Development, Business Administration, or related field (Master's preferred)
- 5+ years of experience in organizational design and talent management
- Strong knowledge of talent strategies, employee lifecycle, and leadership development
- Experience designing and delivering learning programs and workshops for senior leaders
- Excellent communication, facilitation, and interpersonal skills
- Strong analytical thinking and experience using data for insights and decision-making
- Project management experience and ability to handle multiple priorities
- Fluent-level Japanese and business-level English (written and verbal)
- Familiarity with HR systems such as Workday, or others
- Valid work authorization in Japan

会社説明

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