

**MichaelPage**

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**HRBP/HR Manager - Luxury brand****HRBP/HR Manager - Luxury brand****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**

1545251

**業種**

小売

**雇用形態**

正社員

**勤務地**

東京都 23区

**給与**

900万円 ~ 1200万円

**更新日**

2025年06月23日 10:25

**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 end-to-end HR functions including talent acquisition, organizational development, employee relations, compensation & benefits, and training, ensuring alignment with business strategy and labor compliance. It also champions diversity, inclusion, and sustainability initiatives while acting as a strategic partner to leadership and a trusted advisor to employees.

**Client Details**

This renowned luxury company offers a dynamic and creative work environment rooted in luxury, innovation, and modern craftsmanship. It values individuality, collaboration, and excellence, providing employees with opportunities to grow, take ownership, and contribute to a globally recognized fashion house.

**Description****Organization Development / Talent Acquisition**

- Lead end-to-end recruitment processes including needs assessment, sourcing strategy, candidate selection, and offer management.

- Manage internal mobility processes, including expatriate assignments from proposal to settlement.
- Advise managers on team structure and staff-related matters to support organizational effectiveness.
- Collaborate with cross-functional HR teams to implement projects and initiatives.
- Partner with department heads to align organizational design with strategic goals.
- Ensure optimal talent placement through effective workforce planning.

#### Employee Relations & Labor Management

- Address labor-related issues and partner with line management to resolve employee concerns.
- Support proactive measures and provide guidance on labor law compliance.
- Act as a trusted HR contact for employees, providing guidance and support.

#### Compensation & Benefits

- Manage annual performance review, promotions, and compensation adjustment proposals.
- Ensure compensation aligns with market benchmarks in collaboration with HR and business leaders.
- Provide headcount and personnel cost reports; maintain accurate data in internal systems.
- Keep HR policies and employee regulations compliant with labor law and aligned with organizational values.

#### Training & Development

- Manage nominations and participation in internal and external training programs.
- Collaborate on the development and execution of leadership and functional training.
- Oversee onboarding for new hires and guide the creation of individual development plans.
- Track progress on employee development plans and provide ongoing support.

#### Diversity, Equity & Inclusion / Sustainability

- Lead projects promoting sustainability and diversity initiatives.
- Coordinate with internal and external partners to drive D&I efforts, including programs for employees with disabilities.
- Organize and execute group-wide HR initiatives and community engagement activities.

#### Additional Responsibilities

- Handle ad hoc projects or tasks as assigned by leadership.

#### Job Offer

- Competitive salary
- Comprehensive benefits package, including a 10% performance bonus
- Opportunities for professional growth within the retail industry
- Engaging company culture with a focus on collaboration and innovation
- Convenient Tokyo location with access to excellent transport links

This is an exciting opportunity for an HRBP/HR Manager to make a meaningful impact in the retail sector. If you are passionate about human resources and eager to contribute in a Tokyo-based role, we encourage you to apply.

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

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#### スキル・資格

##### Key Qualifications

- Bachelor's or Master's degree.
- Minimum 5 years of experience in HR management.
- Fluent in English (TOEIC 850+ or equivalent) and fluent-level Japanese.
- Proven leadership skills and ability to drive results.
- Strong strategic thinking and analytical capabilities.
- Excellent communication and interpersonal skills.
- High adaptability and flexibility in uncertain environments.
- Proactive, positive, and passionate mindset.
- Strong sense of ownership and team orientation.
- Entrepreneurial spirit with a desire to innovate and challenge the status quo.
- High standards of integrity and trustworthiness.
- Proficiency in MS Office (Excel, Word, PowerPoint).
- Experience in retail or consumer goods is a plus.
- International experience (e.g., living or working abroad) is an advantage.

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#### 会社説明

This renowned luxury company offers a dynamic and creative work environment rooted in luxury, innovation, and modern craftsmanship. It values individuality, collaboration, and excellence, providing employees with opportunities to grow, take ownership, and contribute to a globally recognized fashion house.