

MichaelPage

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Head of People & Culture (HR Director) - Multinational IT

HR Director - multinational IT Software

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

1560579

業種

ソフトウェア

雇用形態

正社員

勤務地

東京都 23区

給与

1600万円 ~ 3000万円

更新日

2025年10月03日 15:52

応募必要条件

キャリアレベル

エグゼクティブ・経営幹部レベル

英語レベル

流暢

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

The Head of People & Culture for Japan (HR Director) will lead human resource strategies and operations to support business objectives in a fast-evolving and dynamic environment. This role requires a results-driven leader with expertise in talent management, organizational development, and employee engagement.

Client Details

This global tech company helps many of the world's biggest businesses run better. In Japan, it has over 1,000 employees and a beautiful office in Tokyo. The role leads the HR function, guiding and supporting the team to create a great work environment. The company offers flexible working hours, so you can choose when to start and finish your day. You will work with smart, friendly people from many different backgrounds. It's a great place to grow your career, learn new skills, and help the company succeed by supporting its most important asset - its people.

Description

- Lead local people and location strategies that align with the global vision while addressing the unique dynamics of the Japan market.
- Serve as a strategic partner and trusted advisor to senior leadership and cross-functional teams, promoting collaboration, transparency, and shared objectives.

- Oversee all People & Culture functions locally to ensure alignment with business goals and compliance with local laws and regulations.
- Foster and strengthen a dynamic corporate culture based on core values, enhancing employee engagement, unity, and a strong sense of belonging.
- Act as the main point of contact with social partners, government agencies, and compliance bodies to ensure adherence to local labor laws and standards.
- Ensure all People & Culture initiatives, policies, and practices comply with local regulations, maintaining high operational standards and reducing risks.
- Drive leadership development and culture in line with the global framework while contributing as a member of the local Executive Leadership Team.
- Enhance the employer brand by leading internal and external communications, using social media and other platforms to highlight the company culture and attract top talent.
- Collaborate with multiple teams to promote a healthy and safe work environment.
- Manage escalations and implement compliant solutions to people-related issues effectively.

Job Offer

- Competitive salary along with RSUs
- New office location in central Tokyo with WFH flexibility
- Lead the entire HR function for the Japan business
- Be part of the Executive Team in Japan
- Engage with stakeholders in and outside of Japan while influencing the way the strategic direction is adopted by the people in the business
- Stable HR organization (first hire in over 5 years!)

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

- A dynamic leader with strong experience in HR and employee relations, knowledgeable about Japanese labor laws and skilled in working with social partners, ideally in tech or multinational environments.
- A strategic thinker who can turn global goals into effective local actions.
- An excellent communicator and influencer, able to build strong relationships with a variety of stakeholders.
- Fluent in both Japanese and English, passionate about creating an engaging and inclusive workplace.
- Enjoys using data and insights to support business advice and decision-making.

会社説明

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