



Understanding People

Senior HR Director / シニアHRディレクター

Newly created leadership role

募集職種

人材紹介会社

スペシャライズドグループ株式会社

求人ID

1597936

業種

小売

雇用形態

正社員

勤務地

東京都 23区

給与

経験考慮の上、応相談

更新日

2026年07月08日 00:00

応募必要条件

職務経験

10年以上

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

ビジネス会話レベル

日本語レベル

ビジネス会話レベル

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

Senior HR Director | Retail Consumer Goods シニアHRディレクター | 小売消費財

Our client, a renowned company in the Retail Consumer goods industry, is seeking a Senior HR Director for a newly created role in Tokyo, Japan. This position offers the opportunity to lead strategic HR initiatives, partnering with senior leaders to shape the people agenda and drive organizational effectiveness.

Key Responsibilities:

- Advise senior leaders on HR strategies
- Lead talent management and succession planning
- Oversee performance management cycles
- Champion employee engagement and diversity initiatives

- Manage HR operations and ensure legal compliance
- Lead recruitment and onboarding processes
- Implement change management initiatives
- Handle employee relations and grievance management
- Ensure compliance with Japan labor laws
- Develop HRIS strategies for data-driven decision making

Qualifications:

- 15+ years of HR experience, 3+ years in HR leadership role
- Strong understanding of Japan labor law compliance
- Proven high command of English and Japanese
- Bachelor's degree in Human Resources, Business, or related field
- Experience partnering with senior leadership teams in multi-site environments
- Expertise in organisational development, change management, and talent strategy
- Experience with HRIS and digital platforms for decision-making
- Familiarity with global or regional matrix organisations is preferred but not mandatory

会社説明