

L&D & Talent Management – Global Fashion & Luxury Group

募集職種

人材紹介会社
株式会社SPOTTED

求人ID
1612662

業種
アパレル・ファッション

雇用形態
正社員

勤務地
東京都 23区

給与
800万円 ~ 1300万円

更新日
2026年11月09日 04:00

応募必要条件

職務経験
3年以上

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
ネイティブレベル

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

Location: Tokyo, Japan
Employment Type: Full-time
Working Style: Hybrid
Salary: Around ¥13M, flexible depending on experience

About the Company

Our client is a **global fashion and luxury group** with a portfolio of internationally recognized brands and a strong presence across multiple markets.

Japan is one of the company's key markets and plays an important role within the global organization. The local HR team works closely with business leaders and international stakeholders, providing an opportunity to contribute to both Japan and global initiatives.

The Role

We are looking for an experienced **Learning & Development / Talent Management professional** to join the Japan HR

organization as an **Individual Contributor**.

The role will have a strong focus on **Performance Management, Leadership Development and Talent Development**, working closely with business leaders and HR stakeholders to strengthen employee development and organizational effectiveness across Japan.

This is a highly autonomous position, offering the opportunity to take ownership of projects and work directly with senior stakeholders.

スキル・資格

Key Responsibilities

- Partner with managers and HR stakeholders to ensure a consistent and effective performance management and evaluation process.
- Design and implement **leadership development and management training programs**.
- Support talent identification, development and succession planning initiatives.
- Act as a trusted HR partner to managers and business leaders on talent and performance-related matters.
- Lead HR projects and initiatives independently, from planning through implementation.
- Collaborate with global and regional HR stakeholders to align local initiatives with broader organizational priorities.

Requirements

- Solid experience in **Learning & Development, Talent Management, Performance Management**, or a related HR function.
- Demonstrated experience managing or leading an annual performance review / appraisal process.
- Strong project management and stakeholder management skills.
- Comfortable working independently as an **Individual Contributor**.
- Strong communication and influencing skills, with the ability to work effectively with senior stakeholders.
- Ability to operate effectively in a global, multicultural environment.
- **Business-level English** is preferred due to interaction with international stakeholders.

Ideal Profile

The ideal candidate will have a strong background in **L&D, Talent Development, Performance Management or Organizational Development**, combined with the ability to work independently and influence stakeholders across the organization.

The company is **flexible regarding seniority and compensation**, depending on the candidate's experience and overall fit.

会社説明