



Understanding People

Head of HR Japan & APAC / 人事責任者

Lead people strategy across Japan & APAC

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

1614381

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

経験考慮の上、応相談

更新日

2026年09月25日 13:53

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

Head of HR Japan & APAC

Overview

Our client is seeking an Head of HR for Japan and the Asia Pacific region at a global software company expanding its presence in APAC. This role offers the opportunity to lead strategic HR initiatives, partner with business leaders, and influence people strategy across a dynamic, matrixed organization. Benefits include working in a global environment with a focus on compliance, leadership development, and employee engagement in Tokyo, Japan.

Key Responsibilities:

- Partner with leaders to align HR strategies with business goals
- Advise on organizational design, workforce planning, and change management
- Lead talent review, succession planning, and leadership development programs
- Coach managers on performance management and career development
- Ensure compliance with Japanese labor laws and employment regulations
- Manage employee relations, investigations, and disciplinary actions
- Implement regional HR programs aligned with global initiatives
- Drive employee engagement and promote inclusive workplace culture
- Utilize HR analytics to inform workforce decisions and improve effectiveness
- Serve as trusted advisor to senior leaders on talent and people strategies
- Lead organizational change and transformation initiatives across APAC
- Collaborate with legal and HR teams to mitigate workplace risks
- Maintain high standards of HR data integrity and governance

Requirements:

- 10+ years senior HR leadership experience
- Strong knowledge of Japanese labor laws and compliance
- Professional fluency in Japanese and business-level English
- Experience advising business leaders in global matrix organizations
- Bachelor's degree in Human Resources, Business Administration, or related field
- Experience with talent management and succession planning
- Ability to lead organizational change and transformation initiatives
- Strong business acumen with strategic and operational balance
- Experience using HR analytics and workforce data for decision-making
- Familiarity with employee engagement and culture-building programs
- Skilled in coaching and influencing leaders at multiple organizational levels

会社説明