SPOTTED RECRUIT
THE HOME OF STARTUP RECRUITMENT
都内テクノロジー・スタートアップ企業の求人多数

Senior HRBP Manager, People Experience – Retail 独占求人

Compensation package up to ¥20M

募集職種

人材紹介会社
株式会社SPOTTED

求人ID
1614718

業種
小売

雇用形態
正社員

勤務地
東京都 23区

給与
1300万円 ~ 2000万円

更新日
2026年11月11日 00:00

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
日常会話レベル

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

About the Role

A global consumer and beauty company is looking for a **Senior Manager, People Experience** to lead the execution of HR strategies and initiatives across its Retail organization in Japan.

Working closely with the Retail HR Business Partner, this role will translate HR strategy into practical execution across the Retail organization and act as a key operational HR partner to Retail leadership and other HR functions.

This is a hands-on, business-oriented position with a strong focus on **HR program execution, employee experience, stakeholder management, and continuous improvement**.

Key Responsibilities

- Execute HR priorities and initiatives across the Retail organization

- Develop and manage implementation plans for HR programs
- Lead key HR processes including:
  - Performance management
  - Talent reviews
  - Workforce planning
  - Employee engagement
  - Organizational change
  - Leadership development
- Partner with Retail leaders on people-related matters and HR initiatives
- Provide practical HR guidance on day-to-day employee matters
- Drive initiatives across onboarding, development, recognition, and retention
- Identify opportunities to improve the employee experience of Retail employees and frontline teams
- Support organizational change and HR transformation initiatives
- Drive process improvements and adoption of new HR operating models
- Monitor people metrics and workforce data to identify trends and improvement opportunities
- Work closely with HRBPs, People Services, COEs, Talent Acquisition, Employee Relations, and business leadership

スキル・資格

Requirements

- Strong experience in Human Resources, ideally within **retail, consumer, luxury, beauty, hospitality, or another customer-facing environment**
- Experience managing and implementing HR programs across an organization
- Strong knowledge of core HR processes, including performance management, talent management, employee engagement, workforce planning, and organizational change
- Strong stakeholder management and communication skills
- Experience working with senior business leaders
- Strong problem-solving and project management skills
- Comfortable working in a complex, cross-functional organization
- **Native Japanese and conversational English**

Ideal Candidate

The ideal candidate is a **hands-on HR professional who can bridge HR strategy and execution**.

Experience supporting retail employees, Beauty Advisors, frontline teams, or other customer-facing populations would be particularly relevant.

The role would suit someone who enjoys working closely with the business, managing multiple HR initiatives, and turning HR strategy into effective day-to-day execution.

会社説明