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HRBP Director - American fashion brand

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Job Information

Recruiter
[Michael Page](#)
Job ID

1509564

Industry

Retail

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

12 million yen ~ 17 million yen

Refreshed

December 11th, 2024 16:18

General Requirements

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Fluent

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

In this dynamic role, you will support department heads and key director positions for this fashion business's commercial function and back-office function and consult on organizational efficiency, talent planning, and put actions in place to drive both organizational capability and associate engagement. Act as an ambassador to foster company values and culture.

Client Details

This leading organization in the global apparel industry oversees a portfolio of renowned brands, focusing on both retail and wholesale markets. Based in Japan, it drives the distribution and expansion of these brands through a mix of direct-to-consumer stores, e-commerce platforms, and partnerships with local retailers, effectively catering to a fashion-conscious consumer base. With a strong commitment to innovation, quality, and sustainability, the company remains agile in adapting to global trends while staying attuned to the unique preferences of the Japanese market. For HR professionals, this company offers a dynamic and inclusive work environment with opportunities to influence talent development and organizational growth. By providing a range of career paths in areas such as retail, marketing, and operations, it supports employee development through exposure to global best practices and opportunities for advancement. This makes it an ideal workplace for HR professionals eager to contribute to the success of a globally recognized brand while fostering a culture of growth and collaboration.

Description

- Align and execute HR strategies and plans with the business strategy.
- Execute the strategic direction of HR, including implementation of high-value added HR initiatives and programs that support business goals and objectives, as well as drive productivity.
- Ability to communicate effectively and build relationships at all levels of the organization.
- Provide leadership, advice, and counsel to management on all human resources issues and build managers' capabilities to be good leaders.
- Identify and develop leadership talent for pipeline and succession planning for both office and retail associates.
- Partner with HR COE functions to drive talent management, performance management, organizational development, compensation, benefits, inclusion & diversity, employee experience, leadership development and training to elevate the organizational capability.
- Educate supervisors and managers and monitor management actions and decisions to maintain legal and company policy compliance and values.
- Ensure compliance with labor laws and other statutory requirements.
- Advise management in appropriate resolution of employee relations' issues
- Support, track and report HR metrics as means of measuring effectiveness of our people practices.
- Participate as active and collaborative contributor to regional HR organization.
- Deliver related people development initiatives such as functional skills and people leadership skill.
- Other ad hoc duties as required by the business and HR for workplace effectiveness.

Job Offer

- **Competitive Salary and Compensation:** Attractive salary packages with performance-based incentives.
- **Career Growth Opportunities:** Access to international career development programs and promotion opportunities.
- **Global Brand Exposure:** Work with world-renowned brands and make an impact on the business in Japan and the APAC region.
- **Dynamic Work Environment:** A fast-paced and innovative workplace that encourages creativity and collaboration.
- **Employee Training and Development:** Ongoing learning opportunities to enhance skills and advance careers.
- **Work-Life Balance:** Flexible working hours and paid time off to promote a healthy work-life balance.
- **Comprehensive Health Benefits:** Health insurance, wellness programs, and other benefits to support employee well-being.
- **Employee Discount:** Discounts on brand products, providing employees with access to high-quality fashion.
- **Diverse and Inclusive Culture:** A supportive and inclusive workplace that values diverse perspectives and backgrounds.
- **Sustainability Commitment:** Opportunity to be part of a company that is dedicated to sustainable practices and social responsibility.

To apply online please click the 'Apply' button below. For a confidential discussion about this role please contact Jeff Henderson on +813 6627 6055

Required Skills

- In-depth knowledge of HR strategic planning, people practices, and HR disciplines such as recruiting and talent development.
- Ability to thrive in a fast-paced and high-pressure environment.
- Data-driven and analytical skills to analyze business cases.
- Works well in a team environment and has the drive to succeed.
- Ability to multi-task and prioritize workload independently.
- Supportive orientation, strong work ethic, and motivation to learn, grow, and succeed.
- Ability to manage and drive key projects while influencing change.
- Up-to-date knowledge of employment laws, tax regulations, and related regulatory requirements of Japan labor law.
- Experience in handling expatriate employment issues.
- Excellent command of spoken and written English is a must.
- Experience in HRIS management.
- Excellent PC skills and proficient in MS Excel, Visio, and Word.
- Bachelor's Degree
- Industry experience preferred
- Interest or passion for clothing and fashion

Company Description

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