



PR/117723 | HR Manager

Job Information

Recruiter
[JAC Recruitment UK](#)
Job ID

1512714

Industry

Retail

Job Type

Permanent Full-time

Location

Netherlands

Salary

Negotiable, based on experience

Refreshed

January 7th, 2025 23:00

General Requirements

Minimum Experience Level

Over 3 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Business Level

Minimum Education Level

Associate Degree/Diploma

Visa Status

No permission to work in Japan required

Job Description

<SUMMARY OF JOB PURPOSE>

We are on a mission to drive and expand their global business and become the most iconic premium lifestyle brand. As we are establishing a strong organization to expand our business in Europe, we require a Back office HR Manager to proactively participate in this activity. This position is responsible for overseeing overall organizational and human resources matters focusing on the back office functions as HR Manager in close cooperation with the HR Retail Manager, HR Manager of their headquarters, as well as aligning with the business strategies and initiatives as a team member of them.

<DUTIES AND RESPONSIBILITIES>

- Develop and implement HR policies and procedures that support the overall business strategy and objectives.
- Provide leadership and guidance to the HR team, ensuring that they are aligned with the company's goals and values.
- Lead organization development, facilitate the growth of the company culture.
- Develop and implement employee training and development programs to enhance employee skills and knowledge.
- Plan and monitor headcount and personnel expenses budget.
- Manage employee relations, including conflict resolution and performance management.
- Implement salary administration (merit, promotion, adjustment).
- In charge of submitting relevant HR reports/analyses to management and HQ HR, both on a monthly and ad hoc basis.
- Collaborate with managers on resource planning and manpower allocation to cope with business growth.

- Team Leadership: Manage and lead the HR Back Office team, ensuring efficient workflow and meeting deadlines.
- Regulatory Compliance: Monitor changes in labor laws and implement necessary adjustments in HR processes.
- Process Improvement: Identify and implement improvements to make HR operations more efficient and cost-effective.
- Project Management: Lead specialized HR projects and participate in organization-wide initiatives.
- Confidentiality: Ensure all HR activities and data are handled with the highest level of confidentiality.
- Support creating an HR foundation for the business expansion.
- Support any other tasks that maybe be necessary and requested

<**REQUIRED SKILLS & EXPERIENCE**>

- At least 5 years of progressive HR experience (HRBP, organization development, talent acquisition, HR operation), with at least 3 years in a leadership role.
- Experience in retail industries such as fashion (apparel/footwear) and cosmetics is preferred.
- Experience on back office transformation.

We regret to inform applicants that only shortlisted candidates will be notified. Thank you for your understanding.
#LI_JACUK

Company Description