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HRBP Manager - Luxury goods

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Job Information

Recruiter
[Michael Page](#)
Job ID

1515945

Industry

Retail

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

10 million yen ~ 13 million yen

Refreshed

January 20th, 2025 09:17

General Requirements

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Fluent

Minimum Education Level

Bachelor's Degree

Visa Status

No permission to work in Japan required

Job Description

This renowned luxury client is seeking a proactive and experienced HR Business Partner Manager to join the business, providing strategic HR leadership and fostering strong relationships across the organization. In this role, you will be responsible for managing HR initiatives, driving talent development, and ensuring alignment with business objectives to enhance organizational performance.

Client Details

This renowned luxury brand is celebrated for its bold and innovative approach to fashion, blending sophistication with a modern, avant-garde sensibility. Known for its eclectic designs and cutting-edge style, the brand offers a unique perspective on contemporary femininity, creating timeless yet daring collections. It is recognized for its commitment to craftsmanship, luxurious materials, and a distinctive aesthetic that resonates with fashion-forward individuals. The client offers a dynamic and collaborative environment where passion, talent, and individuality are celebrated, creating a world of endless opportunities for those eager to make a difference.

Description

- **Strategic HR Partnership:** Collaborate closely with senior leadership and department heads to align HR strategies with business goals, ensuring that talent acquisition, development, and retention drive the long-term success of the

organization. Provide HR expertise on key business initiatives, advising on organizational design, workforce planning, and employee engagement.

- **Talent Management & Development:** Drive talent management strategies for the luxury sector, including succession planning, performance management, and leadership development. Ensure the development of high-potential employees and the retention of top talent by implementing tailored programs for growth within the company.
- **Employee Relations & Culture Building:** Act as a trusted advisor to managers and employees, resolving complex employee relations issues with discretion and sensitivity. Champion the company's values, culture, and commitment to excellence, creating a work environment that enhances employee satisfaction, engagement, and retention in line with luxury brand standards.
- **Compensation & Benefits Strategy:** Work with leadership to design and implement competitive compensation and benefits programs that attract and retain top-tier talent within the luxury industry. Provide insights on market trends and ensure the company remains competitive in offering industry-leading packages.
- **Workforce Planning & Headcount Management:** Manage headcount planning and budgeting in alignment with the business's growth targets. Ensure the right balance of talent is in place for the luxury market, providing strategic insight into workforce capacity and the identification of talent gaps.
- **Leadership & Stakeholder Influence:** Build strong relationships with senior stakeholders across the organization, advising and influencing decisions regarding talent and people strategies. Provide coaching and guidance to leaders to ensure effective management and development of their teams.
- **Compliance & Risk Management:** Ensure adherence to labor laws, industry standards, and company policies in all HR practices. Take proactive steps to mitigate risk and handle sensitive HR matters in a way that protects the brand and its reputation.
- **Diversity, Equity & Inclusion:** Lead initiatives to foster an inclusive work environment, ensuring diverse talent is not only recruited but also developed and supported throughout their career journey. Drive awareness and action on diversity, equity, and inclusion to maintain a fair and inclusive culture.

Job Offer

- Competitive salary and performance-based bonuses.
- Comprehensive benefits package, including insurance, annual leave and product discounts.
- Opportunities for professional development and career progression.
- Inclusive, collaborative, and dynamic work culture that values innovation.
- International mobility opportunities.
- Legendary company at the forefront of the industry.

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

- Minimum of 5 years of HR Business Partner experience in the retail industry.
- Solid knowledge of labor laws and employee relations best practices.
- Experience in headcount management, workforce planning, and budgeting.
- Proficient in business English (both written and spoken) with the ability to participate in global calls and discussions.
- Strong ability to think strategically, influence stakeholders, and drive results.

Company Description

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