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## Sr. HR Manager - modern fashion brand

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#### Job Information

**Recruiter**
[Michael Page](#)
**Job ID**

1521796

**Industry**

Retail

**Job Type**

Permanent Full-time

**Location**

Tokyo - 23 Wards

**Salary**

10 million yen ~ 15 million yen

**Refreshed**

February 12th, 2025 14:19

#### General Requirements

**Career Level**

Executive

**Minimum English Level**

Fluent

**Minimum Japanese Level**

Business Level

**Minimum Education Level**

Bachelor's Degree

**Visa Status**

Permission to work in Japan required

#### Job Description

The Senior HR Manager will partner with leadership teams to drive business goals, build a high-performing organization, and foster a positive and inclusive culture. This role will lead and execute human resource initiatives in alignment with strategic priorities while collaborating with the global HR team and the HR community in Japan at one of the top fashion brands in the world.

#### Client Details

Join a globally renowned fashion brand that blends high creativity with cutting-edge design, offering an exciting, fast-paced work environment. As an HR Manager, you'll play a key role in shaping an inclusive, dynamic culture where individuality and innovation thrive. You'll work alongside passionate teams and visionary leaders who challenge conventions and push the boundaries of fashion. This is a place where your expertise in HR will directly influence the success of a prestigious brand. With a focus on creative excellence and forward-thinking, it's an inspiring and rewarding place to develop your career. You'll have the chance to drive meaningful initiatives, contribute to organizational growth, and be part of a company that doesn't just follow trends but sets them. If you're looking for a role where your contributions truly matter and can shape the future of a renowned brand, this is the place for you.

#### Description

### Strategic Leadership

- Collaborate with executive management to shape organizational strategies, aligning HR priorities with business objectives.
- Champion diversity, equity, and inclusion initiatives, ensuring alignment with global best practices.
- Drive organizational transformation to meet current and future business needs.

### Operational Management

- Ensure all HR policies and programs comply with local regulations and align with global standards.
- Oversee budgeting processes for office and retail HR, including labor costs and operational expenses.
- Lead compliance efforts, including internal and external audits, and ensure workplace health and safety measures are robust.
- Supervise payroll processes and maintain accurate HRIS and other databases, collaborating with compensation and benefits teams.

### Talent Development and Acquisition

- Develop innovative talent acquisition strategies to attract and retain top talent, focusing on employer branding and proactive recruitment pipelines.
- Ensure timely and accurate hiring for vacant roles, aligning candidate skills with business needs.
- Drive performance management processes, including annual reviews, succession planning, and organizational assessments.

### Employee Engagement and Relations

- Foster a positive workplace culture by leading initiatives that enhance employee engagement and satisfaction.
- Manage employee communications and feedback channels to address organizational needs.
- Act as a mediator and problem-solver for HR-related issues within the organization.

### Training and Development

- Develop and implement an organizational training strategy aligned with business objectives.
- Collaborate with the retail team to enhance onboarding processes and deliver necessary training programs.

### Performance and Compensation

- Oversee compensation structures, including salary reviews, bonuses, and variable pay systems.
- Monitor and address performance improvement processes for underperforming employees.

### Job Offer

- **Global Reach:** Work with a prestigious, internationally recognized brand that has a presence in key markets worldwide.
- **Creative Environment:** Be part of an innovative, forward-thinking culture that encourages bold ideas and new approaches.
- **Career Growth:** Access to professional development opportunities, mentorship programs, and career advancement within a renowned fashion group.
- **Diversity and Inclusion:** Join a workplace that celebrates individuality and fosters an inclusive environment for employees of all backgrounds.
- **Collaborative Culture:** Work alongside passionate, talented teams and visionary leaders who value collaboration and teamwork.
- **Employee Well-being:** Benefit from comprehensive health and wellness programs, including work-life balance initiatives.
- **Innovative Projects:** Contribute to groundbreaking fashion initiatives, influencing industry trends and global design.
- **Competitive Compensation:** Receive attractive salary packages, performance bonuses, and comprehensive benefits.
- **Sustainability Focus:** Engage with a brand committed to environmental responsibility and sustainable fashion practices.
- **Dynamic Work Environment:** Thrive in a fast-paced, energetic atmosphere where every day presents new challenges and opportunities.

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

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### Required Skills

#### Experience

- A minimum of 5 years of comprehensive HR experience, with proven expertise in strategic and operational HR leadership.
- Prior experience as a lead of HR and a key member of an executive management team is preferred.
- Experience in B2C industries is a plus; retail experience is advantageous but not mandatory.

#### Competencies

- **Strategic Agility:** Balance long-term business foresight with day-to-day operational priorities.
- **Organizational Agility:** Navigate complex organizational dynamics to achieve results.
- **Interpersonal and Communication Skills:** Communicate effectively in both Japanese (native or near-native) and English (business level).

- **Problem-Solving:** Anticipate challenges and develop proactive, innovative solutions.
  - **Change Management:** Navigate ambiguity and drive change effectively.
  - **Conflict Management:** Resolve conflicts constructively, turning them into opportunities for growth.
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## Company Description

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