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L&D Specialist or Manager - Top 5 global luxury group

L&D Manager - Top 5 global luxury group

Job Information

Recruiter
[Michael Page](#)
Job ID

1521808

Industry

Retail

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

7 million yen ~ 11 million yen

Refreshed

February 12th, 2025 16:52

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

This client is seeking a dynamic and experienced HR Learning & Development Specialist to lead and enhance the training initiatives for our employees, driving both individual growth and business success. This role offers the opportunity to shape and implement impactful learning strategies, creating a motivated and high-performing workforce.

Client Details

This company of just under 1000 employees in Japan is a renowned global leader in the luxury fashion industry, known for its dedication to innovation, craftsmanship, and design excellence. With a forward-thinking mindset and a rich heritage, the company continues to redefine luxury, creating timeless products that represent sophistication and artistry. Working with us means being part of a creative, diverse, and collaborative environment that fosters professional growth and encourages innovation at every level.

Description

- Manage the relationship with the global HR L&D team and retail stores to create a cohesive learning program calendar.
- Lead the regional training team with a project management approach, ensuring timely delivery and alignment with business goals.

- Assess organizational and individual learning needs to design and propose targeted L&D programs and materials.
- Develop and execute a variety of training initiatives, both in-house and through expert third-party partnerships.
- Collaborate with internal departments to ensure learning projects align with overall business strategies.
- Deliver engaging training sessions covering onboarding, managerial development, technical skills, and behavioral training for all employees.
- Measure the effectiveness of L&D programs using KPIs and ensure continuous improvement.
- Oversee budget management and cost control for L&D activities.
- Lead the coordination and monitoring of the Annual Performance Management Program.
- Prepare and deliver tailored developmental initiatives to support career progression and internal growth.
- Ensure the successful implementation of development plans and guide employees in maximizing learning opportunities.
- Utilize the LMS digital platform to track and support learning activities.

Job Offer

- **Competitive Compensation:** Attractive salary packages and performance-based bonuses.
- **Comprehensive Benefits:** Health insurance, wellness programs, retirement plans, and paid time off.
- **Professional Development:** Access to training programs, workshops, and career growth opportunities.
- **Work-Life Balance:** Flexible working arrangements and paid leave options.
- **Creative and Dynamic Work Environment:** Collaborative, inspiring, and innovative culture where creativity thrives.
- **Global Exposure:** Opportunities to work in an international setting, with the possibility of transfers and exposure to diverse markets.
- **Employee Discounts:** Discounts on luxury products and collections.
- **Diversity and Inclusion:** Commitment to fostering an inclusive and diverse workplace where every employee feels valued.
- **Employee Recognition:** Regular recognition programs to reward outstanding performance and contributions.
- **Employee Assistance Programs (EAP):** Access to mental health support and other employee wellbeing services.
- **Networking Opportunities:** Access to a wide network of professionals within the luxury fashion 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

- Bachelor's degree in Psychology, Adult Learning Education, Human Resources, or a related field (Master's is a plus).
- Professional certification in L&D is a plus.
- At least 10 years of experience in HR L&D roles, including consulting in HR or learning-related areas.
- Expertise in adult education principles and learning methodologies.
- Strong project management skills, including budgeting and resource allocation.
- Previous experience in Retail Training departments is an advantage.
- Excellent interpersonal, communication, and public speaking skills.
- Proficient in Microsoft Office Suite, SuccessFactors modules, LMS platforms, and digital training solutions.
- Fluent in English; additional languages are a plus.

Company Description

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