


[www.michaelpage.co.jp](http://www.michaelpage.co.jp)

## Head of HR [Confidential] - Luxury goods

### Head of HR [Confidential] - Luxury goods

#### Job Information

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

1524151

**Industry**

Retail

**Job Type**

Permanent Full-time

**Location**

Tokyo - 23 Wards

**Salary**

12 million yen ~ 16 million yen

**Refreshed**

March 4th, 2025 09:26

#### General Requirements

**Career Level**

Executive

**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

Join a prestigious global luxury brand as the Head of HR in Japan, where you'll lead talent strategy, employee engagement, and organizational development in one of the world's most dynamic markets. You'll drive innovative HR initiatives, foster a high-performance culture, and work closely with leadership to ensure alignment with the brand's values and goals.

#### Client Details

This iconic brand blends timeless Italian craftsmanship with bold, contemporary design. With a rich heritage dating back to the 1920s, it is a global leader in luxury fashion, renowned for its exceptional handbags, accessories, and footwear. Innovation and creativity thrive here, offering a dynamic environment where talent is nurtured, and passion for design is celebrated. Join a forward-thinking team that champions quality, craftsmanship, and style-creating stunning pieces that inspire and captivate customers worldwide.

#### Description

- Consistently representing the HR Department with professionalism in the boardroom, at conferences and within the workplace

- Translating key data into an effective and commercially focused HR and people strategy, working with and influencing senior management
- Providing company-wide info by interpreting and analysing people data
- Overseeing complex ER issues and managing stakeholders
- Diversifying and overseeing the implementation of a new recruitment strategy
- Driving a culture of wellbeing and development with limited funds
- Managing the HR budget and reporting on current and future staffing costs and initiatives
- Leading on special projects
- Supporting delivery of the brand strategy in a continually evolving market
- Challenging senior managers where appropriate and suggesting alternative paths

### Job Offer

For the right candidate, this role offers the chance to lead HR strategy at the heart of a globally recognized luxury brand. You'll be empowered to shape organizational culture, drive innovative talent initiatives, and influence the future of the brand across the Japan market. Expect a dynamic, collaborative work environment where your expertise will directly impact business growth and employee experience. Competitive compensation, a strong support network, and the opportunity to work with passionate, creative professionals across the globe are just some of the benefits. Plus, you'll play a key role in shaping the future of luxury fashion.

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

- Able to establish credibility and build Department accountability
  - Able to problem solve and demonstrate HR operational and strategic skills
  - Experience leading teams and acting as a senior role model is essential
  - Demonstrable commercial acumen - experience partnering with the business to deliver commercially focused people strategies
  - A good understanding of company finances and workforce planning/budgeting is essential
  - Solid ER knowledge and proven experience of applying updated legislation to a variety of HR situations
  - Managed redundancy situations and experienced in coaching managers through this and leading where necessary
  - Familiarity of managing ER situations and able to counsel senior management on appropriate practice
  - Evidence of having a passion for working with people and working beyond the confines of the job description
  - Outstanding communication skills - able to deliver bad news and give it a positive outlook as well as ability to influence senior partners
  - Proven organisation skills and ability to prioritise
- 

### Company Description

This iconic brand blends timeless Italian craftsmanship with bold, contemporary design. With a rich heritage dating back to the 1920s, it is a global leader in luxury fashion, renowned for its exceptional handbags, accessories, and footwear. Innovation and creativity thrive here, offering a dynamic environment where talent is nurtured, and passion for design is celebrated. Join a forward-thinking team that champions quality, craftsmanship, and style-creating stunning pieces that inspire and captivate customers worldwide.