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HR Business Partner Manager - Sports apparel company

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Job Information

Recruiter
[Michael Page](#)
Job ID

1525354

Industry

Retail

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

10 million yen ~ 13 million yen

Refreshed

March 10th, 2025 15:28

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 global sportswear company is seeking a dynamic Lead Business HR Manager to join their Japan team and partner with leadership in driving high performance across Japan's functions. This role will be key in shaping and driving transformative culture while ensuring operational success within an already high-performing team.

Client Details

The company has a strong presence in Japan with over 3,000 employees across the country, including 650 based in the office. It operates as a hub for both regional and global initiatives, leveraging Japan's unique culture and consumer trends to shape its products and services. Known for high-performance products and innovation, the brand leads the sportswear and athletic lifestyle market, serving a wide range of athletes and fitness enthusiasts.

The office in Tokyo fosters a dynamic, inclusive environment where diverse talent collaborates to drive business growth and strategic partnerships. With a focus on local insights and global expansion, the company continues to strengthen its presence in Japan, offering employees opportunities for career development and contributing to its status as a leader in the industry.

Description

- Partner with HR Director and Leadership Teams to drive business priorities and HR initiatives.
- Provide expert advice and coaching to leaders on talent management, workforce planning, and performance outcomes.
- Define and participate in Diversity, Equity & Inclusion initiatives.
- Act as a change agent, supporting HR operating model and organizational restructuring when necessary.
- Utilize HR data and insights to provide decision support and translate them into strategic solutions.
- Resolve employee issues in partnership with Employee Relations and other HR specialists.

Job Offer

- Competitive salary and performance-based rewards
- Generous benefits package
- Inclusive, diverse, and vibrant work culture
- Opportunities for continuous professional development
- Flexible work environment
- Employee discount on products
- Health and wellness programs

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 8 years of experience in an HR business partner or generalist role, ideally in the retail sector.
 - Experience with organizational development, talent acquisition, L&D, total rewards, and employee relations.
 - Strong ability to work in a matrix environment and drive HR initiatives.
 - Proven communication skills in both Japanese and English.
 - Strong interpersonal skills to engage with leaders and stakeholders in a confident, professional manner.
 - Experience in using HR metrics and data for decision-making and storytelling.
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Company Description

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