

**MichaelPage**

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## HR Manager/Sr. HR Manager - European Luxury Goods

### Sr. HR Manager - European Luxury Goods

#### Job Information

**Recruiter**

Michael Page

**Job ID**

1534813

**Industry**

Retail

**Job Type**

Permanent Full-time

**Location**

Tokyo - 23 Wards

**Salary**

10 million yen ~ 14 million yen

**Refreshed**

April 22nd, 2025 17:06

#### 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 role serves as a strategic HR Business Partner for both retail and corporate teams, overseeing recruitment, employee relations, and performance management while fostering strong relationships with key stakeholders. It also manages HR operations including payroll, training, legal compliance, and system implementation, ensuring alignment with global policies and business goals.

#### Client Details

This Italian lifestyle brand is renowned for its high-quality leather goods and refined, contemporary designs. With deep roots in craftsmanship and innovation, it seamlessly combines tradition with modern aesthetics to create timeless accessories. The brand has a global presence, offering products that embody a sophisticated and vibrant approach to everyday fashion.

#### Description

- Build strong relationships with the retail team and HR managers.
- Lead recruitment and HR activities for the retail team.

- Build good relationships with the CEO and senior managers in Japan.
- Manage corporate recruitment and work with recruitment agencies.
- Handle employee relations and resolve work-related issues.
- Oversee HR documentation like contracts, salary increases, and disciplinary actions.
- Manage payroll, benefits, and ensure legal compliance.
- Work on employee development, helping retain and grow key staff members.
- Oversee performance improvement and dismissal processes.
- Coordinate training and development activities with headquarters.
- Promote and support the company's culture.
- Ensure HR costs are controlled and meet targets.
- Implement and manage HR systems (HRIS).
- Follow global HR policies and make sure they are followed in the company.
- Manage legal matters with expert advice.

#### Job Offer

- Generous paid leave and holiday policies, including annual and special leave
- Competitive compensation with performance-based bonuses and salary reviews
- Comprehensive social insurance coverage (health, pension, and more)
- Transportation and other allowances
- Employee discounts and incentive programs
- Opportunities for leadership training and executive development
- Career growth and internal mobility opportunities
- Support for maintaining a healthy work-life balance and overall well-being

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

- Minimum 7 years of HR experience, with a background in retail or fashion preferred
- Strong interpersonal skills for working with teams in both Japan and Italy
- In-depth knowledge of labor laws and payroll procedures
- Skilled in recruiting and people management
- Ability to multitask and solve problems efficiently
- Hands-on mindset with a proactive and positive attitude
- Ability to work cross-functionally across teams
- Fluent in both Japanese and English, with strong verbal and written communication skills

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#### Company Description

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