

## HR Manager - Luxury Fashion brand

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## 募集職種

## 人材紹介会社

マイケル・ページ・インターナショナル・ジャパン株式会社

## 求人ID

1490911

## 業種

小売

## 雇用形態

正社員

## 勤務地

東京都 23区

## 給与

900万円 ~ 1100万円

## 更新日

2024年08月19日 11:51

## 応募必要条件

## キャリアレベル

中途経験者レベル

## 英語レベル

ビジネス会話レベル

## 日本語レベル

ネイティブ

## 最終学歴

大学卒：学士号

## 現在のビザ

日本での就労許可が必要です

## 募集要項

This role will partner with the Japan President, department heads as well as global HQ to plan, develop and execute HR initiatives and act as a business partner for the entire organization. This standalone position supports around 100 employees in Japan (20 in office and 80 in stores).

## Client Details

This iconic European luxury house is renowned for its classic collections that span from high fashion to everyday chic. Beyond clothing, this brand has accessories and fragrances that are highly sought after. There are 100 employees in Japan currently, though this brand is part of a larger parent organization within which several brands collaborate. The work environment is creative and collaborative and the company has been and remains at the forefront of the luxury industry. Their picturesque office is centrally located in Tokyo and there is also flexibility around work style.

## Description

- Review and update HR Related standards, policies, and programs in accordance with business needs and governmental laws and regulations.
- Retail: Maximize retail performance by utilizing related data and create an environment that they can work with high-level of motivation by initiating clear goal setting (KPIs/Incentive etc )

- Develops and monitors an annual budget for both office and Stores including labor cost and other HR cost such as office administration
- Prepare and be responsible for monthly/annual/adhoc reports to Headquarters
- Maintain and keep updated HRIS (Local and Group HR Database, Time Management System, and others and its data), and upgrade if necessary
- Work closely with group Payroll team for the payroll process
- Develop recruiting strategies to meet business needs and oversee full cycle recruiting
- Fill vacant position with the right candidates with the right skill sets in timely manner
- Devise organizational training strategy, oversee its implementation and assess its outcomes
- Office: Plan induction training plan for newly hire employee and draw an overall or individualized training and development plan that addresses needs and expectations
- Retail: Work closely with Retail Team for ensure smooth on-boarding process and support necessary training delivery
- Lead effective Performance Management Review (PCR), talent assessment/succession planning (OMR: Organization Management Review), Individual Compensation Review (ICR)
- Evaluate current organization based on current/future business and drive transformation as necessary
- Monitors the implementation of a performance improvement process with non-performing employees
- Determine and recommend employee relations practices necessary to establish a positive employer-employee relationship and promote a high level of employee morale and motivation.
- Manage employee communication and feedback to study current overall needs and issues in both attracting and retaining the best talents
- Resolve various HR related issues within the organization
- Develop recruiting strategies to meet business needs and oversee full cycle recruiting
- Fill vacant position with the right candidates with the right skill sets in timely manner

#### Job Offer

- career progression
- mobility within the group in Japan and internationally
- performance bonus of 10% of Annual Base Salary
- product discounts
- exciting, dynamic work environment
- make an impact on a prestigious brand
- supportive leadership
- Japan is a key market for this brand which gives autonomy to make decisions without unnecessary HQ approval

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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#### スキル・資格

- Business level English with fluency in Japanese
- B2C industry experience is preferred
- Bachelor's Degree
- ability to build relationships with stakeholders across the business
- interpersonal skills
- problem solving capabilities
- conflict management capabilities
- ability to deal with ambiguity
- luxury retail experience is not a must

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#### 会社説明

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