Triumph Group joins the ranks of global leaders in the lingerie sector, with a multi-facetted product palette that is sold in more than 80 countries, from Norway to Morocco and from Chile to Australia. This is taken care of by around 20,000 wholesale customers, with whom Triumph has traditionally had close relations, in addition to a dense network of more than 2,300 controlled points of sale, which are operated both by partners and by Triumph itself. The company is mindful of the fact that quality products must be accompanied by excellent service in order to satisfy demanding consumers.

Learn more about Triumph on:
www.triumph.com
www.facebook.com/Triumph/
www.instagram.com/Triumph/
www.linkedin.com/company/triumph-international/

Our Corporate Finance Team in Tokyo, Japan is looking for a leader in Finance Business Partnering to join us as:

FINANCE DIRECTOR JAPAN

Shape Business Performance and Drive Strategic Growth in Japan!

Are you a senior finance leader with a strong track record in financial governance, compliance, and business performance management? Do you thrive in roles that combine financial stewardship with strategic influence? Then this role could be a fit for you.

As Finance Director Japan, based in Tokyo, you will lead the Finance function across Japan, ensuring strong financial stewardship, governance, and operational excellence across the business.

As a member of the Japan Leadership Team, you will partner closely with the General Manager Japan to drive business performance, profitability, and sustainable growth, providing financial leadership and strategic insight to support key business decisions.

Reporting to the Group Head of Global Business Services, Process Excellence & Controls, with a dotted-line reporting relationship to the General Manager Japan, you will work closely with local and global stakeholders to strengthen business performance, support strategic decision-making, and foster a culture of accountability, continuous improvement, and financial discipline.

This is a highly visible leadership role with responsibility for end-to-end Finance across Japan, spanning financial governance, compliance, planning and performance management, business partnering, and strategic decision support.

Your Responsibilities

Finance Business Partnering

- Act as the strategic and financial partner to the General Manager Japan and leadership team, providing financial and commercial insights that support business performance and decision-making.
- Influence strategic and operational decisions relating to markets, customers, pricing, investments, and growth initiatives.
- Guide business planning assumptions and evaluate strategic options through financial modelling and scenario analysis, identifying opportunities and quantifying financial impact.
- Lead budgeting, forecasting, and mid-term planning activities for Japan, ensuring alignment with Group planning frameworks, KPI standards, and performance governance requirements.
- Drive variance analysis, insight generation, and early-warning mechanisms, connecting commercial, operational, and financial performance indicators.
- Prepare and present high-impact analyses and decision-support materials for senior leaders, translating complex financial information into clear business recommendations.
- Develop business cases and provide financial analysis to support investment decisions, cost optimisation programmes, and strategic initiatives.
- Manage cash flow and working capital performance, driving initiatives to optimise liquidity and financial efficiency.

Finance Compliance

- Establish and maintain a robust finance governance framework covering statutory accounting, IFRS, tax, internal controls, and regulatory requirements across all Japan reporting entities.
- Oversee the quality, accuracy, and timeliness of accounting operations and financial outputs delivered by the Business Process Outsourcing (BPO) partner across Procure-to-Pay, Record-to-Report, and Customer-to-Cash processes.
- Set clear expectations and service delivery standards within the established KPI framework, conduct regular performance and quality reviews, and support capability building within the BPO environment.
- Review and approve period-end closings, statutory and IFRS financial statements, audits, tax filings, and other regulatory reporting requirements.
- Ensure full compliance with local statutory accounting, corporate and indirect tax, and regulatory obligations, including adherence to all filing and reporting deadlines.
- Act as the key contact and escalation point for complex accounting, tax, compliance, and regulatory matters, managing relationships with external auditors, tax advisors, tax authorities, and regulatory bodies.
- Monitor changes in accounting standards, tax laws, and regulatory requirements, translating their implications into clear recommendations and action plans.
- Coordinate statutory and tax audits, ensure alignment with Group Finance policies, and drive process efficiency, automation, standardisation, and continuous improvement.

Leadership

- Lead and develop the Japan Finance organization.
- Act as the primary Finance counterpart to the Japan Leadership Team and Group Finance.
- Foster a culture of accountability, collaboration, continuous improvement, and strong financial stewardship.
- Support strategic initiatives, transformation projects, and organisational change programmes.
- Drive alignment between local and global stakeholders to deliver business objectives and maintain strong governance standards.

What We're Looking For

- 10-15+ years of progressive experience in finance, accounting, audit, or controlling, including at least five years in a senior Finance Business Partnering, FP&A, Commercial Finance, or comparable leadership role in Japan.

- Proven experience leading the end-to-end Finance function within a business of comparable size and complexity, with accountability across financial governance, compliance, planning, reporting, performance management, cash flow, and business support activities in Japan.
- Demonstrated success partnering with C-suite executives and senior commercial and operational leaders, translating financial and commercial insights into strategic recommendations and business decisions.
- Strong expertise in financial planning and analysis, budgeting, forecasting, mid-term planning, financial modelling, scenario analysis, and variance analysis.
- Strong knowledge of IFRS, Japan statutory accounting, corporate and indirect tax, internal controls, regulatory reporting, and audit requirements.
- Proven track record of driving business performance, profitability, cash flow optimisation, and sustainable growth.
- Strong understanding of financial systems, business intelligence tools, and data-driven performance management.
- Experience within retail, consumer goods, FMCG, lifestyle, manufacturing, or another multi-market commercial environment is preferred.
- Bachelor's degree in Finance, Accounting, or a related discipline.
- CPA, ACCA, or an equivalent professional qualification is strongly preferred.
- Strong strategic and commercial acumen, with the ability to translate financial insights and regulatory developments into clear business actions.
- Excellent leadership, stakeholder management, and executive communication skills, with the ability to challenge constructively and influence senior stakeholders.
- High standards of integrity, ownership, accuracy, and delivery in a complex international environment.
- Results-oriented and continuous improvement focused, with the ability to balance governance and risk management with commercial priorities.
- Fluency in English and Japanese (JLPT N1 equivalent) is essential.

What Will Help You Succeed

- Exceptional strategic thinking combined with strong execution discipline.
- Ability to connect financial performance with commercial and operational business drivers.
- High degree of ownership, resilience, and professional discretion.
- Experience working across global, cross-functional teams within a multinational, matrixed organization.

We offer

You will never walk alone

As a family owned business with more than 135 years of experience, Triumph embraces diversity throughout our global organization. Currently, our offices are present in over 40 countries across Europe and Asia having many international teams collaborate together every day. Guiding our corporate behaviors are ***respect*** *and* ***value*** *for our employees, but also Collaboration as one of our key Corporate Competencies, being a core part of our every day working environment.*

Make a Difference, together

The future belongs to our children. At Triumph, we want to be proud of our commitment to building a sustainable society and protecting the environment, and we work everyday to ensure our products are manufactured in an sustainable way. This is our vision: We want to be a company that is characterized by responsible leadership and consideration for future generations and that cares for the legacy that we leave behind to our children.

Putting People at the center

At Triumph we are committed to our employees, they represent the foundation for our success. This means that as a company, we are driven to offer great career opportunities in a dynamic fast-paced organization. Our HR function across the globe strives to support our employees in their development, through our Triumph Learning Academy

We continuously strive to recruit new talent, offering them one of the textile industry's most international working environments, excellent conditions and great development opportunities in a company still owned and managed by the founding families. Our headquarters employs people from more than 30 nationalities and as a European company, we are present in many key markets in Europe, like Germany, Italy, France and growing in Eastern Europe. We are proud to have become one of the leading players in Asia very early on, in countries like Japan, China and Singapore, as well as being an employer that people aspire to work for. As a company serving women, we fundamentally believe in gender equality and diversity. Women make up more than 50% of our company's workforce. In the last years, we have had a specific and successful drive to increase the number of women in management.

Triumph is committed to employing a diverse workforce. Qualified applicants will receive consideration without regard to race, colour, religion, sex, national origin, age, sexual orientation, gender identity, gender expression, veteran status, or disability.

If you are seeking a great opportunity to develop your career, please send us your CV in English by clicking on Apply.