

IKEA Japan, Country Chief Financial Officer (CFO)

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Company name

IKEA Japan K.K.

Job description

Position: Country Chief Financial Officer (CFO) – IKEA Japan

Location: IKEA Japan Service Office, 2-3-30 Hama-cho, Funabashi-shi, Chiba

IKEA Japan is looking for a strategic and inspiring Country CFO to lead the next chapter of our growth journey. This is a unique opportunity to shape the financial future of one of the most dynamic markets in the world.

Who you are

You are passionate about people, business, and the IKEA vision: creating a better everyday life for the many people. You are energized by driving profitable growth, increasing customer value, and contributing to long-term business success through people. You find motivation in leading through change, developing others, and enabling strong performance.

You bring:

- Proven ability to connect strategy with results, translating business needs into financial insights, consequences, and opportunities.
- Strong communication skills to simplify complexity, influence decisions, and create energy and commitment across the organization.
- Solid business acumen, with the ability to identify external trends and turn them into new opportunities for growth and efficiency.
- Resilience and change orientation, able to lead in a fast-evolving environment with multiple stakeholders and priorities.
- Ability to inspire collaboration and accountability, ensuring financial stewardship while enabling innovation and transformation.

You have:

- A bachelor's or master's degree in Accounting, Finance, Economics, or a related field.
- At least 10 years of progressive experience in finance, including 5+ years in leadership roles within international organizations.
- Professional accounting qualification (ACA/ACCA or local equivalent).
- A strong track record in developing people through coaching, direction, and growth opportunities.

- Experience working in international environments and a desire to continue developing your career on a global scale, bringing curiosity, adaptability, and collaboration across cultures and markets.

Your Responsibilities

As Country Chief Financial Officer for IKEA Japan, you will play a key role in shaping and securing the next chapter of IKEA Japan's journey, celebrating 20 years of growth while steering the business toward a more profitable, affordable, and sustainable future.

You will act as a strategic business partner, closely connected to operations, supporting growth, cost optimisation, and financial stability — all while enhancing the customer experience.

Your key responsibilities include:

- Be an active member of the Country Management Team, contributing business insight, financial direction, and long-term strategic guidance to secure sustainable performance.
- Lead the business planning process, aligning the IKEA Retail Business Plan with the Country Penetration Plan and the IKEA Financial Strategy.
- Optimise profitable growth and cost efficiency, maximising the value of IKEA assets while ensuring affordability and long-term competitiveness.
- Identify and prioritise investments that drive customer value and transformation — balancing growth opportunities with financial discipline and risk awareness.
- Secure reliable, timely, and compliant financial, management, and tax reporting, in line with local laws and global accounting standards.
- Champion digital transformation within Finance and across functions, using data and technology to improve insights, processes, and decision-making.
- Enable the IKEA sustainability agenda by integrating financial and environmental goals, supporting IKEA's ambition to become more People and Planet Positive.
- Lead proactive risk management, safeguarding co-workers, customers, assets, and the brand while supporting long-term business continuity.
- Represent IKEA Japan externally, acting as a spokesperson and trusted financial ambassador for all IKEA entities in Japan.

Together as a team

The CFO Community steers and supports overall Ingka performance adding value to our assets, securing profitable growth and financial independence. We provide leadership, direction, strategic support and services, enabling entrepreneurship, ensuring effective governance and providing a strong compliance framework to safeguard our businesses and help Ingka to become more People and Planet positive Together we secure compliance with local and international laws and reporting standards; we assure that accounting processes are efficient and that tax compliance meets business needs. We're a diverse group of people driven by providing reliable financial data to a wide variety of stakeholders. At the end of the day, that's one of the foundations to make IKEA even better!

In IKEA Japan, we are stepping confidently into our next chapter, celebrating 20 years, while securing the transformation that will define our future. Japan is one of the most dynamic markets in the world, the 5th largest home furnishing market with 123 million people seeking a better everyday life at home. Together, we will continue to make IKEA Japan strong, affordable, and loved by the many people.

IKEA believes in equal pay for work of equal value and is committed to diversity and inclusion.

Apply by sending your CV and cover letter to: 029.recruiters.jp@ikea.com

Email

029.recruiters.jp@ikea.com