

# GLOBIS

## Consultant /GLOBIS Corporate Solution Div (Professional)

### Job Information

**Hiring Company**

GLOBIS CORPORATION

**Job ID**

1453952

**Industry**

Education

**Company Type**

Large Company (more than 300 employees)

**Job Type**

Permanent Full-time

**Location**

Tokyo - 23 Wards, Chiyoda-ku

**Salary**

Negotiable, based on experience

**Refreshed**

December 23rd, 2024 06:00

### General Requirements

**Minimum Experience Level**

Over 6 years

**Career Level**

Mid Career

**Minimum English Level**

Fluent

**Minimum Japanese Level**

Native

**Minimum Education Level**

Post Grad Degree (PHD/MBA etc)

**Visa Status**

Permission to work in Japan required

### Job Description

**【事業内容 / About GLOBIS】**

Since its foundation in 1992, GLOBIS has fostered a vision to create and innovate societies by fostering management ecosystems of people, capital, and knowledge. Today, the company is involved in a range of activities, from higher education and corporate training to venture capital. GLOBIS also operates the G1 Institute and the KIBOW Foundation, both non-profit organizations to promote creativity and innovation in society. The GLOBIS MBA and corporate training programs are offered both online and in-person across Japan, Shanghai, Singapore, Thailand, the USA and Europe. GLOBIS University is the proud home of Japan's No. 1 MBA and is rapidly growing to claim this title for all of Asia.

**【募集背景 / Overview】**

Within the Corporate Education Division, the global team designs and delivers customized training programs based on the needs of clients, and supports the globalization of clients from the HR perspective. The team executes various projects for the development of global leaders as well as organizational transformation. We also collaborate with our overseas offices in Shanghai, Singapore, Thailand, San Francisco and Brussels to solve problems cross-over the region.

**【業務内容 / Responsibilities】**

As a partner of the management and the HR department of clients, you will be able to be involved in the transformation of the company as a professional in strategic HR (human resource development and organizational development areas)

Your responsibilities will include but not limited to:

- Analyze the management issues of the client
- Design and propose customized programs for human resource, organizational development and change
- Deliver the solutions in an integrated manner by involving a variety of people from different countries

### 【魅力／Challenges of the position】

We are committing to help leaders of our clients, who lead global teams and businesses all over the world, to develop Strategic Thinking, Leadership and Personal Mission by conducting customized training program in English. We often support Managing Directors in our client companies to develop their organizational competitiveness through the tailor-made training programs

## Required Skills

### 【応募資格／Qualifications】

Academic Qualifications : Master's Degree

#### 《必須要件／Required》

- Customer-oriented with deep insight to capture and understand the client's business issues
- Problem-solving skills to design and provide solutions for human resource development and organizational change
- Interpersonal skills to build good relationships with clients across multiple levels
- B2B sales experience
- Master's degree (in any field)
- Have a strong interest in GLOBIS business and GLOBIS WAY
- Native English or equivalent, and JLPT N1 or equivalent

\*The following tests will be accepted as a substitute for the Japanese Language Proficiency Test (JLPT)

#### 《Requirement for the Professional》

Due to the nature of the role expected of the "Professional" position, holding a master's degree (in any field) is a requirement at the time of employment.

If you do not have a master's degree at the time of hire, but are willing to work on obtaining a master's degree outside of work hours as part of your self-development after joining the company and meet the requirements of the position, you are eligible for this position.

### 【雇用形態／Position type】

Full-time employee

### 【Tokyo office】

102-0084 Sumitomo Fudosan Kojimachi Bldg., 5-1 Niban-cho, Chiyoda-ku, Tokyo, Japan

No smoking indoors in principle

#### 《Remote Work》

While emphasizing that meeting in-person helps create good communities, corporate culture, and relationships, we will actively adopt online and remote working using cutting-edge technology.

Commuting to work two or more days per week is recommended, but the specific policy is determined by the nature of the work of each department/team.

### 【Working hours】

Flexible Working Hours (No core time)

Approx. Overtime Work : Avg. 10-20 hours per month

### 【Salary】

Salary depends on work experience, skills, and abilities

- Annual salary revisions in July
- Profit-sharing (summer and winter, as per company rules and regulations)
- The annual salary is inclusive of premium wages for 45 hours of overtime work and for 10 hours of nighttime work.

### 【Holidays】

- Saturdays, Sundays, and holidays
- 20 paid holidays per year. The paid holidays in the first year will be calculated on a pro-rata basis from the start date.
- Annual holidays: New Year's period (ex. Dec 29-Jan 4), marriage leave, condolence leave, natural disaster leave, maternity leave, sabbatical (after 5 and 10 consecutive years with the company)

### 【Benefits】

- Commutation expenses covered
- Health insurance, employment insurance, workers accident compensation insurance, pension
- Retirement age: 60
- Stock-holding system

#### 《Self-development benefits》

- GLOBIS MBA partial subsidy\*
- Short-term study abroad support\*
- Self-development subsidy (max 200,000 JPY/year)
- Support for attending training courses required for work (all expenses covered by the company at the discretion of the department head)

\*Employees are requested to repay the above-mentioned subsidy/support in case they:

- Do not complete the program, or
- Leave GLOBIS during program enrollment or within two years of program completion.

#### **【Department/Team】**

You will be part of the Global Solutions Team in the Corporate Training Division. The team consists of a team leader and seven other consultants, with two to three consultants per project working for a client.

#### **【Typical Workday】**

GLOBIS employees have flexible working hours and are allowed remote work. Depending on the department and other conditions, staff are asked to commute to the office 1-2 days/week.

Typical weekly schedule:

- Monday: Team meeting, Internal meeting, Preparation to visit a client.
- Tuesday: Meeting with clients, Review of the meeting with the client
- Wednesday: Internal study session, Preparation for the next day's delivery
- Thursday: Delivery of training program, Post-training review, preparation for the next day
- Friday: Delivery of training program, post-training meeting with client

#### **【Career Trajectory】**

You can acquire basic skills as a solution provider, such as advanced problem-solving skills, the ability to execute solutions, and facilitation skills. You may also gain experience in solving more advanced customer issues. You will have the opportunity to further develop your expertise as a lecturer at graduate schools and corporate training programs.

#### **【Interview Process】**

CV(English) Submission/Screening → 1st interview with HR → 2nd interview with Manager/Leader of Department → 3rd interview with Director of Department → 4th interview with Director of HR

\*There may not be a 4th interview.

\*Applicants are required to submit an essay in English during the selection process (Theme: What would you like to do or achieve in our company?).

\*Candidates who do not meet the Japanese-Language Proficiency Test requirements may be required to take an online test arranged by GLOBIS during the screening process.

#### **【Headcount】**

2 persons

---

## Company Description

グロービスは1992年に渋谷の小さな貸し教室からスタートし、創業30周年を迎えます。現在では、日本最大級の社会人向けMBAであるグロービス経営大学院をはじめ、2,700社以上の企業に対し、ヒト・組織領域におけるコンサルティングや、動画で学ぶグロービス学び放題をはじめとしたEd-Tech領域におけるサービスの提供を通じてビジネスリーダーを育成・輩出しています。グロービス・キャピタル・パートナーズではベンチャー企業に対し経営をトータルに支援、現在は累計運用額1100億円規模を超え新産業・企業の育成に尽力。

また、経営書の出版やオウンドメディア「GLOBIS知見録」を通してビジネスに役立つコンテンツ発信にも注力しています。

中国・シンガポール・タイに法人を有し、2021年にはアメリカ、2022年にはEUに海外拠点を設立するなど、海外展開も加速しています。