



【新着】 Director - Business Transformation

Please do not hesitate to contact us.

Job Information

Recruiter

ACS Japan

Job ID

1492091

Industry

Business Consulting

Company Type

Large Company (more than 300 employees) - International Company

Non-Japanese Ratio

About half Japanese

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

20 million yen ~ 30 million yen

Refreshed

January 17th, 2025 09:01

General Requirements

Minimum Experience Level

Over 10 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Native

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

Director - Business Transformation

<The purpose of the role>

When a company goes through any type of transformation, change management activities prepare the people and business to be ready for the transformation. Change Management is a set of activities requiring an understanding of business operations and a sensitivity to how people are motivated and react to change. Change management consultants work closely with the company's leadership to prepare a structured but agile plan to navigate the change journey including the following activities, for example:

- Engaging with the leadership and management so they are aligned and supportive of the transformation.

- Evaluating the detailed impact of the transformation on the people, processes, and systems to identify actions and communications necessary to prepare the people and business for the change
- Identifying training needs and creating the training tools and materials for people to have the knowledge and skills needed to successfully adopt the change.

<What's in it for me? Our differentiators>

- Truly global career opportunities: If you are multi-lingual and globally-minded, this is the perfect opportunity to utilize your communication skills and experiences. Our projects are primarily international, involving working with global team members.
- Collaborative team environment: If you are an open-minded team player, offers a flexible and supportive working environment with team members who respect each other and collaborate as one team. Work life balance is important to our team.
- Excellent learning and development opportunities: If you are curious and a life-long learner, offers extensive learning and on the job growth opportunities supported by a counselor system to guide your long-term career development. It's in your hands to create your learning journey!
- Technology focus: If you like innovations, our Change Management activities focus on leveraging innovation and technology, such as generative-AI, automation to help company adopte the change quicker and more effectively.

Required Skills

<What we expect from you – requirements, experience / qualification>

Experiences we look for

[Must] Experience in at least one of the following:

- Business consulting experience such as business operations design / Finance Operation/ Supply Chain Network Operation/ Organizational development / Human Resource management (HR) / Technology implementation (Service Now, SAP(S4/HANA, Ariba, SuccessFactors), Workday) / Business transformation

[Nice-to-have] Experience in any of the following:

- Organizational Change / Change Management / Culture Change / Diversity and Inclusion / Project Management / Operation Design / Training Development for System Implementations

Skills required

- Business level English (TOEIC 800 +)
- Native or fluent level Japanese (JLPT N1)
- Strong communication and teaming skills: strong communicator to quickly building trusting relationships, demonstrating expertise and influencing others to gain support
- Analytical and problem-solving skills: practical problem-solving skills
- Emotional intelligence: able to work collaboratively with diverse individuals, able to recognize different workstyles and personalities and adjust own style as needed
- (for Managers) Coaching and Project management skills: Able to plan work, tasks and resource needs, manage and develop team members and create a motivating inclusive work environment to achieve project and individual goals

★ If you have any questions or need more information, please do not hesitate to contact us.

★ Jing Liu | E-mail: jing.liu@acsjapan.jp

Company Description