



## Change Manager | 14M yen

### 募集職種

人材紹介会社  
アイウィルキャピタル合同会社

採用企業名  
Our client is an European financial company

求人ID  
1477433

業種  
生命保険・損害保険

会社の種類  
大手企業 (300名を超える従業員数) - 外資系企業

外国人の割合  
外国人 半数

雇用形態  
正社員

勤務地  
東京都 23区

給与  
1000万円 ~ 1400万円

更新日  
2024年12月20日 11:01

### 応募必要条件

職務経験  
6年以上

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  
ビジネス会話レベル

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

#### Job Purpose:

You will lead the transformation programs for our organization, primarily focusing on change management. However, we also welcome experienced program managers with limited change management experience who are looking to develop their expertise in this area and grow their careers.

#### Change Management Responsibilities:

1. Lead the change management of complex transformation programs: In collaboration with the program manager, you will develop and implement change management plans for strategic transformation programs. This includes, but is not limited to, managing change risks and issues, establishing communication plans, and developing change metrics to track progress and

measure success.

2. Reinforce change to maximize delivery outcomes: After program closure, you will monitor the progress of implemented changes and work with key stakeholders to ensure the changes are fully integrated into business processes.

3. Enhance the organization's change management framework: You will contribute to the development and continuous refinement of the change management framework based on feedback and changes in strategic goals.

#### Program Management Responsibilities:

You will lead the delivery of complex strategic programs from beginning to end, including defining program objectives, building a program plan, monitoring and controlling against the plan, and closing the program. This includes, but is not limited to, managing business benefits, scope, schedule, cost/resources, risk/issues, quality, and communication.

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## スキル・資格

#### Required Leadership Competencies:

1. Work independently: You can deliver programs on your own without supervision, prioritize your work based on requirements and expected benefits, and take responsibility for your own work and development.
2. Mentor and coach: You enjoy mentoring, coaching, and sharing knowledge with others.
3. Actively collaborate: You foster open communication and information sharing, both within and outside the team, and value teamwork and diversity in ideas.
4. Open to change: You are open to new ideas, change, and feedback, and are willing to continuously learn and improve, looking to simplify existing processes.

#### Required Skills and Experience:

1. You have led the delivery of 5 or more complex programs either as a Change Manager or a Program Manager.
2. You have experience in executive communication, including providing clear program status updates and effective escalation.
3. You have general knowledge of IT infrastructure, products, and applications.
4. You have business-level proficiency in English and Japanese.
5. [Nice to Have] You have general knowledge or experience in the insurance industry.

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## 会社説明