



L&D Specialist - Hybrid / Full Remote Exclusive job

World Leading Multinational Company

Job Information

Temp Agency

[Randstad K.K., Professionals](#)

Hiring Company

World Lead HR Solutions Provider

Job ID

1466969

Industry

Other

Company Type

Large Company (more than 300 employees) - International Company

Non-Japanese Ratio

Majority Japanese

Job Type

Contract

Location

Tokyo - 23 Wards

Salary

5 million yen ~ Negotiable, based on experience

Refreshed

January 26th, 2026 01:00

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Native

Minimum Education Level

Associate Degree/Diploma

Visa Status

Permission to work in Japan required

Job Description

- Execute the best strategies, collaborate with peers, and produce the best business performance. An important area of responsibility is discovery of needs, design and execution of field sales training, being the "learning partner" of divisions.

- As a "learning partner". communicate closely with each department, understand and analyze their issues on talent development, share it with stakeholders and solve them together.

- Serve across departments, share best practices, and encourage people to exchange ideas and inspiration to incubate innovation.

- Onboarding

- Design, develop and execute the company wide onboarding program to all new joiners as a facilitator, trainer and coach.
- Design, develop and execute field onboarding for each business division.
- Keep improving all types of onboarding programs and providing the best class onboarding.

- Sales training

- Support to provide all sales, consultant and coordinator training and workshop with L&D manager by aligning with the global sales framework as a facilitator, trainer and coach.
- Follow up and make sure that all sales consultants follow the sales framework and deliver higher productivity.
- Support the sales enablement program. Manage the administrative part of the sales enablement program team.

- Learning partner

- Work with the manager and support the following items,
- Stay close with business leaders including the Japan Leadership Team and identify the people and team development needs.
- Bridge the needs to the Leadership Development Team and HRBP to deliver the development service toward the needs of business.
- Develop the contents, deliver the solution such as training, workshops, external program search and delivery if available contents is not available.

- Use data effectively

- Use data of training records, training feedback etc. effectively for improvement / evolution of programs.
- Verify and analyze program effectiveness and ROI together with the HR excellence team and report to stakeholders accordingly.
- Use IT technologies and systems effectively.

Company Description