



## Change Manager | 14M yen

### Job Information

**Recruiter**

[iWill Capital G.K.](#)

**Hiring Company**

Our client is an European financial company

**Job ID**

1477433

**Industry**

Insurance

**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**

10 million yen ~ 14 million yen

**Refreshed**

October 25th, 2024 14:00

### General Requirements

**Minimum Experience Level**

Over 6 years

**Career Level**

Mid Career

**Minimum English Level**

Business Level

**Minimum Japanese Level**

Business Level

**Minimum Education Level**

Bachelor's Degree

**Visa Status**

Permission to work in Japan required

### Job Description

**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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## Required Skills

#### 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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## Company Description