



Head of IS&T Japan

フランスに本社を置く グローバル技術コンサルティング企業の日本法人

Job Information

Hiring Company

AL TEN Japan Co., Ltd.

Job ID

1562706

Division

情報システム部

Industry

Business Consulting

Company Type

International Company

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards, Minato-ku

Train Description

Yamanote Line, Tamachi Station

Salary

Negotiable, based on experience ~ 13 million yen

Refreshed

December 17th, 2025 00:00

General Requirements

Minimum Experience Level

Over 3 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

AL TEN is a world leader in engineering and IT services, with more than 57,400 employees in nearly 30 countries. As we grow our Service Offerings in Japan, we are looking to hire a country Head of Information Systems and Technology (IS&T).

As the business transforms to support further growth, the main objective of this position is to establish with the Local Business, with the AL TEN Group and with the Asia Region a foundation for further growth, across all aspects of IS&T: organization, business applications, data analytics, digital workplace, infrastructures, cybersecurity, etc. If you are looking for

a growth opportunity in a dynamic group and environment, look no further.

MISSION

The Head of IS&T ensures the information system's alignment with group and company strategy, and is responsible for the design, implementation, and operational maintenance of the information system, along with its security, quality, and compliance with group policies as well as local policies, standards, and regulations. To this end, he is responsible for marketing the IS1 and the IT2 Department, both within the company and externally if applicable.

He proposes to general management the major changes to the company's IS&T and approves them with the corresponding business functions. He anticipates the necessary changes according to the group and the company's strategy and controls costs.

He proposes investments to make the desired technological leaps. He ensures the information system is effective and manages risks.

ACTIVITIES AND TASKS

Depending on the organization setup, the Head of IS&T can delegate one or several of these activities and tasks, while keeping the final accountability.

Definition, supervision, and implementation of IS&T policies, within the group framework:

- Sets the company's strategic direction for IS&T.
- Advises and defines the company's IS&T policy.
- Monitors all IS&T activities.
- Allocates the IS&T department's resources (human resources, budget, etc.).

Promotes quality in relationships with internal partners:

- Organizes, leads, and monitors interactions between general management and the information system managers.
- Ensures the quality of the customer-supplier relationship.
- Defines and ensures compliance with service contracts and their Service Level Agreements.

Defines and implements a "make or buy" policy for IS&T:

- Negotiates, controls, and monitors sub-contracting agreements and their implementation.
- Analyses the market, evaluates subcontracting offers, and makes proposals to general management.
- Analyses performance and monitors sub-contractor quality.

Sources technology with procurement and the owning business function:

- Conducts RFPs with the owning business functions
- Contributes to the selection process
- Steers the selected technology supplier

Delivers IS&T projects:

- Ensures proper integration into the landscape
- Ensures project delivery according to budget, scope, timeline
- After project completion, ensures an efficient transition to run
- Ensures the retiring of replaced IS&T if applicable, to prevent cost and complexity inflation

Internal communications, motivation, and coordination of IS&T department staff:

- Defines and supervises the general management and organization of the IS&T department.
- Manages and arbitrates among multidisciplinary projects potentially involving geographically scattered participants.
- Implements change management actions for IS&T staff.

Supervision of relationships with external service providers and partners:

- Manages relationships with IS&T partners.
- Monitors relationships with external partner organizations.

Ensures IT security:

In accordance with group policies, implements the IS&T risk management policy.

- Ensures the reliability, confidentiality, and integrity of information systems.
- Ensures business continuity and disaster recovery readiness are aligned with business expectations.
- Conducts regular exercises to ensure company readiness.

Technological watch:

- Keeps an eye on the latest technology trends and identifies opportunities he then submits to the business.

Operational efficiency:

- Supports the business with automation and AI capabilities to improve their operational performance

Sustainability:

- Ensures the IS&T environmental footprint is managed, including hardware lifespan, supplier commitments, etc.

Human resources management:

- Attracts IS&T talent and retains them
- Provides the team with a vision and motivation
- Grows talent by providing training and career paths

DELIVERABLES

- The company's IS&T strategic roadmap
- The company's information system
- The IS&T performance dashboards

雇用形態

正社員

試用期間 有り (3ヶ月)

給与条件

想定年収： ～ 1,350 万円

月給制

賞与

年2回 (6月、12月)

昇給

年1回 (1月)

交通費

全額支給

社会保険

健康保険 厚生年金 雇用保険 労災保険

残業手当

定額の残業代+通常の残業代

固定残業時間 20時間 / 月

固定残業代 33,333円 / 月

固定残業時間：20時間 (33,333円～47,500円)

上記超過分については別途支給

その他手当

家族手当

就業時間

フレックスタイム制

コアタイム 10:00～15:00

休憩時間 60分

残業 月 5 時間 ～ 10 時間程度

福利厚生

- ◆ 社会保険完備
- ◆ 資格取得支援制度 (受験料補助・合格祝い一時金支給)
- ◆ 退職年金制度
- ◆ 各種慶弔制度
- ◆ 提携保養所
- ◆ 研修制度 (eラーニング/OJT研修/外部研修/企業での研修/マナー研修/ビジネス研修/英語研修)
- ◆ オフィス内禁煙

休日

年間休日 125 日

完全週休二日制 土 日 祝日 年末年始

年間有給休暇10日～20日 (下限日数は、入社半年経過後の付与日数となります)

入社7ヶ月目には最低10日以上

Required Skills**PROFESSIONAL BACKGROUND**

- Management of IS&T teams in an international context.
 - Management of large, company-wide projects and programs.
 - Fluent English and 日本語are mandatory.
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Company Description