



【800～2000万円】 Senior HCM Talent Acquisition Implementation Consul...

SAPジャパン株式会社での募集です。 ERP導入コンサルタントのご経験のある方...

Job Information

Recruiter

JAC Recruitment Co., Ltd.

Hiring Company

SAPジャパン株式会社

Job ID

1582942

Industry

Software

Company Type

International Company

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

8 million yen ~ 20 million yen

Work Hours

09:00 ~ 18:00

Holidays

【有給休暇】有給休暇は入社時から付与されます 入社7ヶ月目には最低10日以上 【休日】完全週休二日制 土 日 祝日 GW 夏季...

Refreshed

April 30th, 2026 05:00

General Requirements

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

【求人No NJB2367631】

■ロールについて

AIネイティブの採用管理システム（SmartRecruiters）の買収に伴い、日本で一人目となるシニアコンサルタントを募集しております。

グローバルチームの立ち上げ段階のため、ゼロから仕組みを作り上げるフェーズにご参画いただきます。日本にこれから認知度を高めていくソリューションのブランド強化にも力を発揮いただきます。

エンタープライズ企業のお客様に対し信頼できるアドバイザーとして寄り添い、SmartRecruiters ソリューションの設計・導入・定着をリードします。お客様の経営層と連携し、ビジネス戦略をスケーラブルなタレントアクイジションプロセスへと落とし込み、測定可能な成果の創出につなげます。

このポジションは、ビジネス変革・テクノロジー活用・クライアントリーダーシップの交差点で力を発揮できるシニアコンサルタントに最適です。複雑なプロジェクトをリードし、経営層に影響を与え、デリバリーチームを育成し、SmartRecruiters のコンサルティングおよびサービス提供の未来を形づくる役割を担います。また、本役割は SmartRecruiters エコシステム全体におけるイノベーション、継続的な改善、ベストプラクティスの定着を推進します。

<Advise Transform>

- Act as a strategic advisor to customers aligning their talent acquisition vision with SmartRecruiters' solutions and best practices.
- Lead end to end SmartRecruiters implementations from discovery and design through deployment and adoption.
- Design and optimize industry specific business processes driving innovation and measurable business impact.
- Translate business requirements into solution architectures including integrations and enterprise IT alignment.
- Champion transformation initiatives and provide thought leadership on modern recruiting digital adoption and the Intelligent Enterprise.

<Lead Delivery Manage Risk>

- Oversee complex client engagements managing scope risks timelines and dependencies.
- Ensure high quality on time delivery through strong governance communication and stakeholder alignment.
- Serve as engagement lead project lead or sub project lead as needed guiding cross functional delivery teams.

<Drive Adoption Value>

- Validate customer success criteria and align adoption strategies to business outcomes.
- Analyze usage data KPIs and insights to drive optimization adoption and long term value realization.
- Partner with Customer Success teams to develop account strategies that support renewals and long term retention.
- Advocate for customers internally collaborating with Product Engineering and Support to remove adoption barriers.

<Support Growth Thought Leadership>

- Support pre sales efforts including solution reviews feasibility assessments and executive workshops.
- Present insights and recommendations to senior customer stakeholders influencing strategic decisions.
- Provide expert guidance on career sites employer branding web design and user experience best practices.

<Enable Teams Scale Excellence>

- Mentor and coach partner consultants and internal teams to ensure consistency quality and best practice delivery.
- Design and facilitate customer workshops training sessions and adoption events.
- Contribute to the evolution of SmartRecruiters' services portfolio by creating reusable frameworks templates and methodologies.

Required Skills

- Experience: 5+ years delivering or leading SmartRecruiters implementations or comparable enterprise SaaS solutions in a client facing consulting role.
- Consulting Project Leadership: Proven ability to lead complex engagements; project management certifications (PMI Six Sigma or similar) are a plus.
- Business Process Expertise: Strong background in business process design transformation and IT architecture (Signavio experience preferred)
- Technical Fluency: Ability to quickly understand technical concepts and apply them in enterprise environments.
- Change Transformation: Solid experience in change management transformation programs or strategy consulting.
- Client Leadership: Demonstrated success building trusted relationships with executive stakeholders and partners.
- Communication: Clear confident communicator with experience presenting to senior business and technical audiences.
- Mentorship: Passion for developing others and raising the bar on delivery excellence.
- Analytical Mindset: Data driven problem solver with the ability to turn insights into action.
- Industry Knowledge: Understanding of talent acquisition HR technology and evolving industry trends.
- Digital Brand Awareness: Familiarity with career site UX employer branding and web best practices.
- Language: Fluency in English and Japanese.

Company Description

コンピュータソフトウェアの開発販売、教育ならびにコンサルティング