



Understanding People

Talent Development Specialist / 人材開発

Flexible remote work

Job Information

Recruiter

Specialized Group

Job ID

1583678

Industry

Other (IT, Internet, Gaming)

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

April 20th, 2026 03:00

General Requirements

Minimum Experience Level

Over 3 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

Organization & Talent Development Specialist 組織・人材開発スペシャリスト - Deep Tech (Competitive Salary, Flexible Remote Work)

Our client, a leading ultra deep-tech start-up, is seeking an Organization & Talent Development Specialist to shape and drive people development strategies. This role offers the chance to collaborate with leadership and HR to design and execute impactful development programs, fostering an international environment. Enjoy flexible remote work, flexible working hours, and a competitive salary.

Key Responsibilities:

- Develop mid- to long-term people development strategies
- Design development programs for engineering and business roles
- Update and improve onboarding programs for new hires
- Plan and operate management and leadership development initiatives

- Build learning architectures and development roadmaps
- Collaborate with HR to align talent strategies
- Select and leverage LMS platforms for learning initiatives

Qualifications:

- Fluency in Japanese and English
 - Experience in talent development strategies
 - Experience with Learning Management Systems (LMS)
 - Experience in deep-tech industry is preferred but not mandatory
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Company Description