



Understanding People

Talent Management - Financial Services タレントマネジメント・金融サービス

Leading financial services firm

Job Information

Recruiter

Specialized Group

Job ID

1591409

Industry

Other (Banking and Financial Services)

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

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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

Talent Management - Financial Services タレントマネジメント・金融サービス

Our client, a leading entity in the financial services industry, is seeking an experienced professional for a Talent Management role in Japan. This position offers the opportunity to lead the implementation of the Group's people strategy, focusing on talent management, succession planning, and employee mobility.

Key Responsibilities:

- Lead succession planning for critical roles
- Manage market talent acquisition strategy
- Collaborate on skills strategy with Workforce Planning
- Ensure compliance with policies and regulations
- Utilize data analytics for talent performance metrics
- Develop talent acquisition solutions for business priorities

- Build relationships to promote talent development culture

Qualifications:

- Experience in talent management within financial services
- Proficiency in data-driven talent acquisition strategies
- Experience in succession planning and talent development
- Strong stakeholder management skills
- Knowledge of compliance with internal policies and external regulations
- Fluency in Japanese and English
- Experience with HR analytics tools
- Familiarity with employer branding and inclusion practices

Company Description