



Human Resources Development and Training Manager

Job Information

Recruiter

[Cornerstone Recruitment Japan K.K.](#)

Job ID

1593558

Industry

Software

Company Type

Large Company (more than 300 employees)

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

7 million yen ~ 12 million yen

Refreshed

June 11th, 2026 21:00

General Requirements

Minimum Experience Level

Over 3 years

Career Level

Mid Career

Minimum English Level

Basic

Minimum Japanese Level

Fluent

Minimum Education Level

Technical/Vocational College

Visa Status

Permission to work in Japan required

Job Description

- Plan and manage employee training programs
- Support manager and executive development
- Work with management to solve organizational and HR challenges
- Improve employee engagement and company culture
- Promote company values across the organization
- Create and improve onboarding and OJT programs
- Review and improve current HR development programs
- Plan leadership development and succession programs

Required Skills

Candidates must have experience in either:
Pattern A

- Experience identifying HR or organizational issues and creating solutions together with management/business teams

AND

- 3+ years of experience in HR development, organizational development, or employee training

OR Pattern B

- 3+ years of experience in organizational development or HR training program design at a consulting firm or training compa

Company Description