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
November 15th, 2026 00:00

General Requirements

Minimum Experience Level
Over 3 years

Career Level
Mid Career

Minimum English Level
Basic Level

Minimum Japanese Level
Fluent Level

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