FP&A / Corporate Planning | FinTech Startup | CFO直下 Exclusive job

Super-flex and hybrid working

Job Information

Recruiter
Talentus K.K.

Job ID
1607670

Division
Accounting and Finance

Industry
Other (Banking and Financial Services)

Company Type
Small/Medium Company (300 employees or less) - International Company

Non-Japanese Ratio
About half Japanese

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards, Meguro-ku

Salary
6 million yen ~ 9 million yen

Salary Bonuses
Bonuses included in indicated salary.

Refreshed
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General Requirements

Minimum Experience Level
Over 1 year

Career Level
Mid Career

Minimum English Level
Business Level (Amount Used: English usage about 50%)

Minimum Japanese Level
Native

Minimum Education Level
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

Our client is a growing FinTech startup providing an AI-powered alternative financing platform for startups and SMEs.

The company is seeking an FP&A professional to join its corporate function and work directly with the CFO. This position will support budgeting, forecasting, management reporting, KPI development and financial modelling.

This is not simply a reporting position. You will use financial data to identify business issues, communicate insights to management and help determine the company's next actions.

The company's FP&A and management-accounting processes are still developing. You will therefore have the opportunity to improve existing processes and help build the company's financial planning framework.

Candidates are not expected to have experience in every responsibility from the beginning. Your scope will gradually expand based on your existing experience and strengths.

About the Company

The company operates a Revenue-Based Financing, or RBF, platform that uses AI to forecast future revenue and provide growth capital to startups and SMEs.

Unlike traditional equity financing, RBF allows companies to access capital without diluting ownership. The service also does not require personal guarantees or conventional collateral.

Since launching its platform, the company has completed more than 200 financing transactions. It has also:

- Raised approximately ¥800 million through its Series A funding round
- Established Japan's first fund dedicated to Revenue-Based Financing
- Built a multicultural team of approximately 30 employees
- Begun preparing for continued domestic growth and future international expansion

Responsibilities

Budgeting and Forecasting

- Prepare annual budgets and medium- to long-term business plans
- Coordinate budget preparation with different departments
- Perform monthly and quarterly budget-versus-actual analysis
- Manage forecasts and projected year-end results
- Prepare performance reports for management and board meetings
- Standardise and improve budgeting and forecasting processes

Management Accounting and KPI Development

- Analyse profitability by business area and sales channel
- Develop visibility into segment-level profit and loss
- Design and monitor business KPIs and management indicators
- Develop unit economics incorporating funding costs and repayment assumptions
- Build financial models and conduct scenario analysis for new initiatives and investment decisions

RBF Fund and Portfolio Management

- Monitor the financial performance of the company's RBF fund
- Analyse outstanding financing balances, yields and repayment performance
- Support analysis of capital allocation between the company's balance sheet and the RBF fund
- Assist with reporting to Limited Partner investors

IPO Readiness and Process Improvement

- Develop and improve budget-control processes in preparation for a future IPO
- Document and operate internal controls relating to budgets and actual results
- Support auditors and securities firms on business-planning and management-accounting matters
- Review reporting processes that currently depend on manual work
- Use AI tools to improve and automate finance processes

Why Join?

Work Closely with the CFO and Management

You will work directly with the CFO and regularly communicate with the company's management team. Your analysis will contribute directly to business decisions and future initiatives.

Build the FP&A Function

Rather than simply operating an established system, you will help determine what should be measured, how information should be presented and which processes or tools should be introduced.

Gain Specialised Financial-Services Experience

The company's profitability is influenced by funding costs, credit-assessment accuracy, yields and repayment performance. You will gain exposure to both the operating company's P&L and the returns generated through its investment activities.

Expand Your Finance Career

This position offers the opportunity to develop beyond traditional accounting into FP&A, corporate planning, strategic finance, IPO preparation and fund-performance management.

Required Skills

Required Skills and Experience

Applicants should have at least two years of experience in one or more of the following areas:

- Management accounting, budgeting or corporate planning within an operating company
- Corporate accounting, including closing or expense-recognition responsibilities
- Accounting-related support within an audit, advisory or consulting firm
- Financial analysis or business-plan assessment within a financial institution or investment company

Applicants should also have:

- An understanding of the three financial statements
- The ability to analyse a business through financial data
- Financial modelling and data-analysis skills using Excel or Google Sheets
- Business-level English

Suggested English benchmarks include:

- CEFR B1
- TOEIC 785
- EIKEN Pre-1
- TOEFL iBT 72

The core responsibilities are primarily conducted in Japanese, while English is used for internal communication with international team members.

Preferred Skills and Experience

- Hands-on experience with budgeting, forecasting and variance analysis
- Experience preparing reports for management meetings
- Corporate-function experience within a startup, venture company or VC
- Management-accounting or profitability-analysis experience within FinTech, lending, leasing or fund management
- Experience working with business leaders to support the achievement of financial targets
- Experience supporting an IPO, budget controls or internal-control development
- Data extraction or visualisation experience using SQL or BI tools such as Tableau or Looker Studio
- Experience incorporating AI tools into business processes
- Experience using cloud-based accounting systems
- CPA, Japanese CPA, tax accountant or USCPA qualification

Ideal Candidate

- Detail-oriented and able to identify inconsistencies in financial data
- Interested in producing insights and recommendations, not only compiling numbers
- Comfortable building processes in an environment where systems are still developing
- Able to communicate proactively with management and business departments
- Willing to independently research and learn unfamiliar areas
- Motivated by improving access to finance for growing companies
- Proactive, accountable and committed to completing projects

Company Description