Manager, Business Transformation Consulting

Lead Transformation Projects at Scale

Job Information

Recruiter
Drake International K.K.

Hiring Company
Confidential

Job ID
1609186

Division
Consulting Business Division

Industry
Business Consulting

Company Type
Large Company (more than 300 employees) - International Company

Non-Japanese Ratio
About half Japanese

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
10 million yen ~ 15 million yen

Refreshed
October 19th, 2026 05:00

General Requirements

Minimum Experience Level
Over 6 years

Career Level
Mid Career

Minimum English Level
Daily Conversation Level

Minimum Japanese Level
Native Level

Minimum Education Level
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

About the Opportunity

Our client is launching a next-generation consulting practice designed to help organizations accelerate growth, improve

operations, and execute large-scale business transformation initiatives.

Unlike traditional consulting firms that focus primarily on strategy recommendations, this organization combines consulting expertise with practical execution capabilities and access to extensive digital, customer, marketing, financial, logistics, and technology assets.

As a Manager, you will lead consulting engagements from planning through execution, managing client relationships, project delivery, and team coordination while helping build a rapidly expanding consulting organization.

The consulting business is currently in a high-growth phase and is expected to expand significantly over the next few years.

Key Responsibilities

Project Leadership

- Manage multiple consulting engagements simultaneously
- Develop project plans, scope definitions, timelines, and delivery frameworks
- Oversee resource allocation, budgeting, and project profitability
- Monitor project progress and ensure successful delivery against client expectations
- Conduct final reviews of project deliverables and ensure quality standards

Client Engagement

- Build trusted relationships with key client stakeholders
- Develop communication strategies for executive and project-level stakeholders
- Facilitate workshops, steering committee meetings, and executive discussions
- Act as a trusted advisor throughout transformation initiatives

Problem Solving & Risk Management

- Identify project risks and key business challenges
- Design and implement mitigation and resolution strategies
- Drive issue escalation and cross-functional alignment when necessary
- Support execution of business transformation initiatives

Business Development & Practice Building

- Support proposal development and client presentations
- Contribute to new business acquisition activities
- Work with senior leadership on consulting practice development
- Support recruiting, talent development, and organizational growth initiatives

Why Join?

High Visibility Role:
Work directly with senior executives and business leaders on strategic transformation initiatives.

End-to-End Ownership:
Move beyond recommendations and take ownership of implementation and business outcomes.

Build a New Consulting Organization:
Join at an early stage and play a meaningful role in shaping future consulting offerings, methodologies, and culture.

Diverse Industry Exposure:
Support clients across digital services, commerce, customer experience, marketing, operations, technology, and business transformation domains.

Long-Term Career Opportunities

Future career paths may include:

- Senior Manager
- Director
- Practice Leader
- Business Development Executive
- Corporate Strategy Leader
- New Business Development Leader

Required Skills

Required Skills

Mandatory Qualifications

- 5+ years of project management experience
- Experience defining project scope, milestones, governance models, and delivery plans
- Strong stakeholder management and communication skills

- Experience managing teams within consulting firms and/or corporate environments
- Proven ability to drive projects involving multiple stakeholders
- Strong leadership, ownership, and problem-solving capabilities
- Entrepreneurial mindset with a hands-on approach
- Fluent Japanese language proficiency

Preferred Qualifications

- 5+ years of project management experience within a consulting firm
- Experience leading business transformation initiatives from issue identification through implementation
- Corporate planning, business planning, or new business development experience
- Experience coordinating cross-functional stakeholders and executive leadership teams
- Business-level English proficiency (TOEIC 800+ equivalent preferred)

Ideal Candidate

This role is ideal for:

- Consulting Managers from Strategy, IT, DX, or Operations Consulting firms
- Senior Consultants seeking their first Manager-level leadership role
- PMO Leaders managing enterprise-wide transformation initiatives
- Professionals looking to combine consulting, delivery leadership, and business-building experience
- Future Senior Managers and Directors seeking accelerated career growth opportunities

Company Description