

Test Lead - SAP S4/HANA Rollout

Exclusive job

Job Information

Recruiter
NEXUS Corporation

Job ID
1610092

Industry
IT Consulting

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

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
Negotiable, based on experience

Refreshed
October 28th, 2026 07:00

General Requirements

Minimum Experience Level
Over 10 years

Career Level
Mid Career

Minimum English Level
Business Level

Minimum Japanese Level
Fluent Level

Minimum Education Level
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

We are seeking a highly experienced Global Test Lead to oversee and manage the testing lifecycle of a large-scale S4/HANA ERP rollout. The ideal candidate will be a Japanese speaker with bilingual proficiency (Japanese and English), demonstrating strong expertise in SAP implementations, testing strategies, and cross-functional collaboration within complex, multinational environments.

Key Responsibilities:
Test Management & Leadership:

- Define, implement, and manage the overall test strategy, including unit, integration, regression, UAT, and performance testing for the S4/HANA rollout.
- Coordinate with global and regional teams to align test plans and execution schedules across multiple geographies and business units.
- Lead test planning, prioritization, and resource allocation to ensure adherence to project timelines and quality standards.

Stakeholder Collaboration:

- Act as the primary liaison between functional, technical, and business teams to address test requirements, dependencies, and defect resolution.
- Collaborate with business users, key stakeholders, and the PMO to ensure alignment of testing objectives and business needs.
- Communicate progress, risks, and mitigation plans effectively to stakeholders in both Japanese and English.

Test Execution & Quality Assurance:

- Oversee the execution of test cases, scripts, and scenarios, ensuring comprehensive coverage of functional, non-functional, and technical requirements.
- Manage defect triaging, reporting, and resolution to maintain project momentum.
- Ensure compliance with SAP and organizational best practices for testing and quality assurance.

Team Management:

- Lead a global team of testers, ensuring coordination and consistency across onshore, nearshore, and offshore resources.
- Provide mentorship and guidance to team members on testing methodologies, tools and best practices.

Tools & Automation:

- Leverage tools like SAP Solution Manager, Tricentis Tosca, or equivalent for test management and automation.
- Drive initiatives to automate repetitive test cases to improve efficiency and reduce manual efforts.

Risk Management:

- Identify and proactively mitigate risks related to testing, data, or environment readiness.
- Develop contingency plans to address potential testing bottlenecks or delays.

Required Skills

Mandatory Requirements:

- Preferable Japanese speaker with business-level English proficiency (written and spoken).
- 10+ years of experience in test management for ERP implementations, including at least 3 years with SAP S4/HANA rollouts.
- Strong understanding of SAP modules and end-to-end processes in large-scale ERP deployments.
- Proven ability to work across multinational teams and geographies, managing culturally diverse teams.

Technical Expertise:

- Hands-on experience with test management tools Tricentis Tosca, or similar.
- Knowledge of test automation frameworks and methodologies.
- Familiarity with SAP Solution Manager for test suite management.

Soft Skills:

- Excellent communication, negotiation, and stakeholder management skills.
- Strong analytical and problem-solving skills with attention to detail.
- Ability to work in a fast-paced, dynamic environment with tight deadlines.

Preferred Qualifications:

- Certification in SAP S4/HANA or related modules.
- ISTQB or equivalent testing certification.
- Experience working within regulated industries (e.g., pharmaceuticals, manufacturing).

Company Description