



## 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**

September 16th, 2026 00:00

### General Requirements

**Minimum Experience Level**

Over 10 years

**Career Level**

Mid Career

**Minimum English Level**

Business Level

**Minimum Japanese Level**

Fluent

**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.

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## 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).

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## Company Description