

**【Senior Talent Management Partner】グローバルとの連携・英語が活かせる**

< 建設機器メーカーのバイオニア > 世界のインフラを支える会社です！

Job Information**Hiring Company**

Caterpillar Japan LLC

Subsidiary

キャタピラー・ジャパン

Job ID

1611181

Industry

Machinery

Company Type

Large Company (more than 300 employees) - International Company

Job Type

Permanent Full-time

Location

Hyogo Prefecture, Aka-shi Shi

Train Description

Kobe Line, Uozumi Station

Salary

7 million yen ~ 10 million yen

Salary Bonuses

Bonuses included in indicated salary.

Work Hours

8:30-17:30

Holidays

土日祝

Refreshed

September 4th, 2026 18:37

General Requirements**Minimum Experience Level**

Over 3 years

Career Level

Mid Career

Minimum English Level

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

Minimum Japanese Level

Fluent

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

Caterpillar Akashi facility has an exciting opportunity for a Senior Talent Management Partner position. The Senior Talent Management Partner leads the facility's talent management process, program, practice, and system deployment efforts that aim to measure, develop, manage and retain the facility's talent pool, leveraging enterprise standards and tailoring them to fit facility needs.

What You Will Do:

- Develop and implement talent management programs to support facility learning & development, leadership development, succession planning and employee experience.
- Providing advice and support to business leaders, addressing talent management related questions and requests.
- Ensuring effectiveness of programs and providing feedback to talent management centers of excellence re: process, program, practice, and system design.
- Leading change management initiatives associated with talent management activities.
- Define and lead upskilling talent development initiatives to support business strategy.

【雇用形態】正社員

【勤務地】明石オフィス（兵庫県明石市魚住町清水1106 - 4）

【就業時間】8：30～17：30（休憩時間：60分）

【休日休暇】年間休日125日

- 年末年始、夏季休暇
- 有給休暇、傷病休暇、安心サポート休暇、介護休暇、リフレッシュ休暇
- 完全週休二日制、フレックスタイム制

【諸手当・福利厚生】

- 諸手当：通勤手当、昼食費補助、住宅補助（該当者）
- 各種社会保険：健康保険、厚生年金、雇用保険、労災保険
- その他：株式購入、カフェテリアプラン、

Required Skills

What You Have:

- Bachelors Degree or equivalent experience desired
- Decision Making and Critical Thinking: Knowledge of the decision-making process and associated tools and techniques; ability to accurately analyze situations and reach productive decisions based on informed judgment. (Level Working Knowledge)
- Influencing: Knowledge of effective influencing tactics and strategies; ability to impact decisions within and outside own organization. (Level Working Knowledge)
- Managing Multiple Priorities: Knowledge of effective self-management practices; ability to manage multiple concurrent objectives, projects, groups, or activities, making effective judgments as to prioritizing and time allocation. (Level Working Knowledge)
- Problem Solving: Knowledge of approaches, tools, techniques for recognizing, anticipating, and resolving organizational, operational or process problems; ability to apply knowledge of problem solving appropriately to diverse situations. (Level Working Knowledge)
- Data Gathering and Reporting: Knowledge of tools, techniques and processes for gathering and reporting data; ability to practice them in a particular department or division of a company. (Level Working Knowledge)
- Leadership Development: Knowledge of leadership development methods, tools, and techniques; ability to design and implement leadership development programs. (Level Working Knowledge)
- Talent Management : Knowledge of how an organization attracts, recruits, retains, identifies and develops talent; ability to develop the talent required for an organization to achieve its short-term and long-term goals. (Level Working Knowledge)

- Training and Development: Knowledge of employee training and development methodologies; ability to ensure that a target population has the knowledge and skills required to meet both tactical and strategic objectives. (Level Working Knowledge)
- Fluent in Japanese and English
- Growth mindset and think differently
- Interpersonal skill

【採用方法】

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Company Description