



**Morgan
McKinley**

【外資系コンサル】M&A・PMIコンサルタント

M&AのPMI・カープアウト等、トランザクションの実行を幅広く支援

Job Information

Recruiter

Morgan McKinley

Job ID

1616680

Industry

Bank, Trust Bank

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

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General Requirements

Minimum Experience Level

Over 3 years

Career Level

Entry Level

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

M&AにおけるPMI、カープアウト・セバレーション、事業計画・シナジーマネジメントなど、トランザクションの実行計画策定から実行までを幅広く支援するポジションです。クロスボーダー案件も多く、海外チームや多様な専門領域のコンサルタントと連携しながら、実行フェーズに深く関与できます。

主な職務内容

- PMIにおける統合計画の策定、進捗・タスク・課題管理などのプロジェクトマネジメント・PMO業務を支援する。
- 統合後の事業計画策定およびシナジー計画の策定・実現状況のモニタリングを行う。
- 組織・ガバナンス、会計、業務プロセス、ITシステム、人事制度などの統合プランニングおよび実行を支援する。
- カープアウト・セバレーションやDivestitureにおける実行計画の策定およびプロジェクト推進を支援する。
- 各ステークホルダーや従業員向けのコミュニケーションプランを策定し、実行を支援する。

Join a global professional services firm as an **M&A PMI Consultant**, supporting clients through complex transactions from

execution planning through post-merger integration (PMI), carve-outs, separations, and business transformation.

This role provides hands-on involvement across the execution phase of M&A transactions, including **PMI planning, project management and PMO, business planning, synergy management, carve-out and separation programmes**, and organisational transformation.

You will work with multidisciplinary specialists across strategy, finance, accounting, IT, HR, and operations to help clients translate transaction objectives into practical execution plans. With significant exposure to cross-border M&A, you will also collaborate with overseas teams and stakeholders on complex international transactions.

The position is suitable for professionals from consulting firms, audit or advisory firms, or corporate functions such as corporate planning, finance, accounting, and PMO who want to build deeper expertise in M&A execution and transaction advisory.

For candidates looking to develop a career beyond transaction analysis and become directly involved in **post-deal integration, separation, synergy realisation, and business transformation**, this role offers broad exposure across the M&A lifecycle.

Key Responsibilities

- Support the development of **Post-Merger Integration (PMI)** plans following M&A transactions.
- Manage project progress, tasks, issues, dependencies, and deliverables across complex integration programmes.
- Provide project management and **PMO support** to ensure integration activities remain aligned with transaction objectives and timelines.
- Support the development of post-acquisition business plans and operating strategies.
- Develop synergy plans and monitor progress towards achieving targeted synergies following a transaction.
- Support integration planning and execution across **organisation and governance, accounting, business processes, IT systems, and HR frameworks**.
- Develop practical implementation plans for complex organisational and operational integration initiatives.
- Support execution planning and project management for **carve-outs, separations, and divestitures**.
- Coordinate stakeholders across multiple functions and specialist workstreams during transaction execution.
- Develop communication plans for key stakeholders and employees affected by integration, separation, or organisational change.
- Support the execution of stakeholder and employee communications throughout transformation programmes.
- Collaborate with overseas teams and multidisciplinary specialists on cross-border M&A and transaction projects.
- Help clients convert transaction strategy into actionable plans and support implementation through completion.

Required Skills

必須条件 経験・資格：

- コンサルティングファーム（戦略系、総合系、Big4系等）での業務経験を有する方。
- 業務改革、PMO、M&A、PMI、組織変革等のプロジェクト経験を有する方。
- 企業買収、組織再編、システム導入、業務改革等のプロジェクト推進経験を有する方。
- 監査法人またはアドバイザリーファームで3年以上の業務経験を有する方。
- 事業会社において経営企画、事業企画、経理財務、PMO等の本社機能での業務経験を有する方。
- 会計、財務、経営管理に関する知見を有する方、またはCPA・USCPA資格を保有する方。

ソフトスキル：

- コンサルティングファーム（戦略系、総合系、Big4系等）での業務経験を有する方。
- 業務改革、PMO、M&A、PMI、組織変革等のプロジェクト経験を有する方。
- 企業買収、組織再編、システム導入、業務改革等のプロジェクト推進経験を有する方。
- 監査法人またはアドバイザリーファームで3年以上の業務経験を有する方。
- 事業会社において経営企画、事業企画、経理財務、PMO等の本社機能での業務経験を有する方。
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語学力：

- 日本語：流暢
- 英語：中級/ビジネス

歓迎条件

- TOEIC 800点以上またはビジネスレベルの英語力を有する方。
- M&A、PMI、カーブアウト、セパレーション、Divestiture、組織再編等のプロジェクト経験を有する方。
- PMO、事業計画策定、シナジーマネジメント等の経験を有する方。
- 会計・経営管理、業務プロセス・IT、人事領域における統合・業務設計の経験を有する方。
- M&Aにおけるビジネス・オペレーション・IT・財務・HR等のデューデリジェンス経験を有する方。
- 海外駐在、海外拠点立ち上げ、クロスボーダー案件等の経験を有する方。
- MBAを取得している方。

採用企業について

国内外のM&A、トランザクション、戦略、PMIなど幅広い領域で、企業の重要な経営課題に対する戦略策定から実行までを支援するグローバルなプロフェッショナルファームです。

この求人がおすすめの理由

- M&A戦略からPMI・事業分離まで、実行フェーズに深く関与
- PMI、カーブアウト、セパレーションなど多様な案件を経験
- 事業計画・シナジー管理など、M&A後の企業価値向上を支援

- ・財務・会計、IT、人事、業務プロセスなど幅広い領域を経験
- ・クロスボーダー案件で海外チーム・専門家と協働
- ・戦略策定からプロジェクト実行まで、クライアントを一貫して支援
- ・グローバルファームで、案件・組織の成長とともにキャリアを広げられる

Required Skills and Qualifications Experience:

- ・ Professional experience at a consulting firm, including strategy consulting, management consulting, Big Four, or a comparable advisory environment.
- ・ Experience with projects involving **business transformation, PMO, M&A, PMI, or organisational change**.
- ・ Experience driving projects involving corporate acquisitions, organisational restructuring, systems implementation, or business process transformation.
- ・ Alternatively, 3+ years of professional experience within an audit firm or advisory firm.
- ・ Candidates with corporate experience in headquarters functions such as corporate planning, business planning, accounting and finance, or PMO are also relevant.
- ・ Knowledge of accounting, finance, or management control, or professional qualifications such as CPA or USCPA.
- ・ Bachelor's degree.

Soft Skills:

- ・ Strong project management and coordination capabilities across multiple workstreams and stakeholders.
- ・ Ability to work effectively with specialists from strategy, finance, accounting, IT, HR, and operations.
- ・ Strong analytical and structured problem-solving skills when dealing with complex transaction and transformation challenges.
- ・ Ability to translate strategic objectives into practical implementation plans and actions.
- ・ Strong stakeholder communication skills, including the ability to support communication during periods of organisational change.
- ・ Collaborative mindset suited to multidisciplinary and cross-border project environments.
- ・ Ability to manage priorities, tasks, issues, and deadlines in complex project settings.

Language Requirements:

- ・ **Japanese:** Fluent level
- ・ **English:** Intermediate/business level; TOEIC 800+ or equivalent business-level English is preferred

Preferred Skills & Qualifications

- ・ Experience in **M&A, PMI, carve-out, separation, divestiture, or corporate restructuring** projects.
- ・ Experience in PMO, business planning, or synergy management.
- ・ Experience designing or implementing integration activities across accounting and management control, business processes, IT, or HR.
- ・ Experience conducting M&A due diligence across business, operations, IT, finance, or HR.
- ・ Experience working overseas, establishing overseas operations, or participating in cross-border projects.
- ・ MBA qualification.
- ・ CPA or USCPA qualification.
- ・ Experience working in multidisciplinary transaction teams involving strategy, finance, accounting, technology, HR, and operations.

About the Company

Our client is a **global professional services and transaction advisory firm** supporting companies with significant management and business challenges across domestic and international M&A, transactions, strategy, PMI, and business transformation.

The firm provides integrated support across the transaction lifecycle, from strategy development and deal execution through **post-merger integration, carve-out, separation, and transformation execution**.

Its transaction and strategy teams regularly work on complex M&A engagements, including cross-border transactions, bringing together specialists across strategy, finance, accounting, IT, HR, and operations to deliver practical solutions to clients.

The organisation continues to expand its business and teams, creating opportunities for professionals to take on broader responsibilities as both the practice and transaction pipeline grow.

Why You'll Love Working Here

- ・ Gain hands-on exposure to **M&A, PMI, carve-outs, separations, divestitures, and business transformation**.
- ・ Work beyond strategy and planning by supporting the actual execution of complex M&A transactions.
- ・ Develop broad transaction expertise across business, finance, accounting, IT, HR, operations, and organisational transformation.
- ・ Participate in cross-border M&A engagements and collaborate with overseas teams.
- ・ Work alongside multidisciplinary specialists within a global professional services environment.
- ・ Build expertise in PMO, integration planning, synergy management, and post-deal transformation.
- ・ Gain opportunities to take on new responsibilities as the organisation and transaction practice continue to expand.
- ・ Performance and contribution can create opportunities for accelerated career progression.
- ・ Benefit from **remote work and work-from-home arrangements**.
- ・ Receive competitive compensation of **¥8M-¥11M**.

Company Description

Morgan McKinleyは国際的な人材コンサルティング会社として、さまざまな業界・分野をリードする採用企業様と、スペシャリストとしてのスキルを有する人材とを結びつけるお手伝いをしています。1988年の創立以来、Morgan McKinleyの名言は、「卓越した質のサービス」「市場知識の豊富さ」「No.1企業であり続けようとする強い意志」、そして何よりも「実績」を体現する会社として知られています。

リクルーティング スペシャリストである弊社コンサルタントまでお気軽にお問い合わせください。