



【外資系投資銀行】オペレーション・ディレクター | 業務変革・ガバナンス

ティア1 投資銀行のシニアポジションです

Job Information

Recruiter

Morgan McKinley

Job ID

1616683

Industry

Bank, Trust Bank

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

October 10th, 2026 02:52

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

ティア1 投資銀行の日本法人のオペレーションにおいて、組織戦略、業務変革、ガバナンスまでを幅広くリードしていただきます。

日本のオペレーションヘッドに直接レポート。

オペレーション全体の中長期的な戦略・ロードマップの策定、グローバルとの連絡調整、規制対応、その他オペレーショナル・エクセレンスと組織変革を推進します。

さらに、グローバル・リージョナルのシニアリーダーや規制当局とも連携。

人材・組織開発にも関与し、日本Operationsの継続的な成長と変革を担う、経営に近いポジションです。

主な職務内容

- Japan Operations戦略：日本オペレーション全体の戦略・方向性を策定し、グローバル戦略と国内要件を踏まえて実行
- 組織マネジメント：大規模な複数部門組織を統括し、明確な業務基準・優先順位・責任体制を構築
- 業務変革：戦略的なトランスフォーメーションプログラムを推進し、オペレーションの効率性・品質を向上
- ガバナンス・リスク管理：オペレーショナルリスク、規制要件、内部統制、ガバナンス体制を統括
- グローバル連携：グローバル・リージョナルチームと連携し、業務効率化、組織能力の拡大、サービス品質向上を推進
- エグゼクティブ対応：Japan Operationsを代表し、シニアエグゼクティブ、規制当局、社内外の主要ステークホルダーと関係を構築
- 組織・人材戦略：Workforce Planning、タレント育成、コーチング、後継者計画を通じて組織力を強化
- 業務改善：既存の業務プロセスを見直し、継続的な改善とイノベーションを推進
- 組織文化：コーポレートバリューに基づく高いパフォーマンスとインクルーシブな組織文化を醸成

A leading global financial institution is seeking an experienced **Operations COO** to join its Japan Operations leadership team in Tokyo.

Reporting directly to the Head of Japan Operations, this senior leadership position will help shape the strategy, direction, governance, and operational execution of a large, multi-functional Operations organisation.

The role combines **operations leadership, COO strategy, business transformation, operational risk and governance, workforce planning, and process improvement**. You will establish strategic roadmaps for Japan Operations while balancing global business priorities with local regulatory requirements and organisational objectives.

A major focus will be driving operational excellence and transformation. You will work with senior stakeholders across Japan, regional, and global teams to identify opportunities to improve efficiency, strengthen controls, scale operational capabilities, and enhance service quality.

You will also play a central role in developing a high-performance organisation through talent development, coaching, succession planning, and workforce strategy.

For a senior Operations leader from **investment banking, financial services, markets, or wealth management**, this is an opportunity to influence the future direction of a major Japan Operations platform within a global financial institution.

Key Responsibilities

- Formulate and execute the overall strategy for **Japan Operations**, establishing clear priorities, operating standards, and accountability across a large multi-functional organisation.
- Partner with the Head of Japan Operations and senior leadership to define the strategic direction and operating model for the Japan business.
- Establish and execute strategic roadmaps that balance global business objectives with Japanese regulatory requirements and local organisational priorities.
- Lead complex operational and strategic transformation programmes across Japan Operations.
- Drive **operational excellence, scalability, efficiency, and service quality** across multiple functions.
- Oversee operational risk management, control, and governance frameworks to maintain safe, efficient, and compliant operations.
- Strengthen governance processes and ensure appropriate oversight of operational risks and regulatory requirements.
- Collaborate with regional and global counterparts to identify efficiency opportunities and scale operational capabilities.
- Represent Japan Operations in discussions with senior executives, regulatory authorities, and internal and external stakeholders.
- Provide senior-level leadership across complex stakeholder groups spanning multiple regions and functions.
- Lead workforce planning to ensure the Operations organisation has the capabilities and resources required to deliver its strategic objectives.
- Develop organisational capability through **talent development, coaching, mentoring, and succession planning**.
- Build and inspire high-performing cross-functional teams within an inclusive working environment.
- Encourage teams to challenge existing operational processes and identify opportunities for continuous improvement.
- Promote innovation and process redesign to improve operational workflows and organisational effectiveness.
- Use data, analysis, and operational insights to support strategic decision-making and transformation priorities.

Required Skills

必須条件 経験・資格：

- 投資銀行、マーケット、ウェルスマネジメント、または関連するオペレーション領域におけるリーダーシップ経験
- 複雑かつ大規模な組織のマネジメント経験
- スタッフマネジメント、戦略実行、業務変革プロジェクトを統括した経験
- 金融機関のオペレーショナルリスク、規制要件、内部統制、コーポレートガバナンスに関する専門知識

ソフトスキル：

- 多地域のシニアリーダーを巻き込み、影響を与えられるエグゼクティブプレゼンス
- 多様なチームをまとめ、育成できるリーダーシップ
- 戦略的な意思決定を支える高い分析力
- 戦略を実行に移すエグゼキューション力

語学力：

- 日本語：流暢

- ・ 英語：上級ビジネスレベル（APAC・グローバルのシニアマネジメントと業務を遂行できるレベル）

歓迎条件

- ・ グローバル金融機関におけるJapan Operationsのマネジメント経験
- ・ 大規模な組織変革・トランスフォーメーションプログラムをリードした経験
- ・ グローバル・リージョナルチームとの協働経験
- ・ 規制当局を含む外部ステークホルダーとの対応経験
- ・ Workforce Planning、タレントマネジメント、サクセッションプランニングの経験

採用企業について

大手外資系投資銀行。

詳細はお問い合わせください。

この求人がおすすめの理由

- ・ ティア 1 投資銀行です
- ・ 大規模な複数部門組織を統括するCOO的なポジション
- ・ 日本のオペレーション全体の戦略・業務執行をリード
- ・ 業務変革・ガバナンス・リスク管理を横断して推進
- ・ 組織・人材戦略にも関与し、次世代リーダーを育成
- ・ 多様な人材と協働しながら、長期的なキャリアを築ける環境

Required Skills and Qualifications **Experience:**

- ・ Significant leadership experience within **Financial Services, Investment Banking, Markets, Wealth Management, or related Operations infrastructure**.
- ・ Proven track record of leading large, complex, and multi-functional Operations teams.
- ・ Demonstrated experience with full oversight of people management, organisational leadership, and strategic execution.
- ・ Strong experience leading complex business or operational transformation programmes.
- ・ Practical knowledge of operational risk management and control environments within financial institutions.
- ・ Understanding of regulatory requirements and corporate governance within the financial services industry.
- ・ Experience developing and executing strategic roadmaps within a large financial organisation.
- ・ Proven ability to work with regional and global stakeholders across complex organisational structures.
- ・ More than 10 years of professional experience.
- ・ Bachelor's degree.

Soft Skills:

- ・ Strong leadership capability with a track record of building, inspiring, coaching, and mentoring cross-functional teams.
- ・ Outstanding executive presence and ability to operate effectively with senior leadership.
- ・ Strong communication and influencing skills across Japan, regional, and global stakeholders.
- ・ Ability to represent an Operations organisation credibly with senior executives, regulators, and other key stakeholders.
- ・ Strong strategic thinking combined with practical operational execution.
- ・ **Data-driven analytical and problem-solving capabilities** to support senior-level decision-making.
- ・ Ability to manage competing priorities across transformation, governance, risk, people, and day-to-day operational requirements.
- ・ Commitment to building an inclusive, collaborative, and high-performance organisational culture.
- ・ Continuous improvement mindset with the ability to challenge established processes and encourage innovation.

Language Requirements:

- ・ **Japanese:** Fluent/professional level
- ・ **English:** Professional business level, with the ability to work effectively with regional and global senior leadership

Preferred Skills & Qualifications

- ・ Senior Operations leadership experience within a global investment bank or major international financial institution.
- ・ Experience in an Operations COO, Business Management, Operations Strategy, or comparable leadership capacity.
- ・ Experience managing complex transformation programmes across multiple Operations functions.
- ・ Strong knowledge of **operational risk, regulatory controls, governance, and financial services infrastructure**.
- ・ Experience engaging directly with regulatory authorities and senior executive stakeholders.
- ・ Experience leading workforce strategy, organisational design, talent development, and succession planning.
- ・ Exposure to global operating models and cross-regional transformation initiatives.
- ・ Experience using operational data and performance metrics to drive strategic decisions and process improvements.

About the Company

Our client is a **leading global financial institution** supporting clients in raising, managing, and allocating capital through a broad range of financial products and services.

The organisation serves a diverse international client base and operates according to core principles centred on putting clients first, acting with integrity, developing innovative ideas, fostering diversity and inclusion, and contributing to the communities in which it operates.

Within Japan, the Operations organisation plays a critical role in supporting the firm's financial services activities while maintaining strong standards across operational execution, risk management, regulatory compliance, governance, and service quality.

This Operations COO position will sit at the centre of that organisation, helping connect Japan's operational priorities with the broader regional and global strategy.

Why You'll Love Working Here

- ・ Take on a senior **Operations COO leadership role** within a leading global financial institution.
- ・ Influence the strategic direction and operating model of a major Japan Operations organisation.
- ・ Work directly with the Head of Japan Operations and senior regional and global executives.
- ・ Lead high-impact transformation, operational excellence, governance, and process improvement initiatives.

- Gain broad exposure across investment banking and financial services Operations infrastructure.
 - Shape workforce strategy while developing, coaching, and supporting high-performing teams.
 - Collaborate with talented professionals in an environment that encourages creative thinking and diverse perspectives.
 - Access comprehensive employee benefits and family support programmes.
 - Benefit from strong internal mobility and career development opportunities.
 - Benefit from **remote work and work-from-home arrangements, flexible working hours, and casual clothing** .
 - Receive competitive compensation of **¥17M-¥20M**.
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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。