

SAP SuccessFactors Senior Consultant | Tokyo, Hibiya | Hybrid

¥8–10M | End-to-End HCM Consulting

Job Information

Hiring Company
Ataway

Job ID
1617044

Industry
Business Consulting

Company Type
Small/Medium Company (300 employees or less) - International Company

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards, Chiyoda-ku

Salary
8 million yen ~ 10 million yen

Work Hours
According to company regulations.

Holidays
Saturdays, Sundays, and national holidays off

Refreshed
November 11th, 2026 14:00

General Requirements

Minimum Experience Level
Over 3 years

Career Level
Mid Career

Minimum English Level
Daily Conversation Level

Minimum Japanese Level
Native Level

Minimum Education Level
High-School

Visa Status
Permission to work in Japan required

Job Description

≪Position Overview & Highlights≫

- Provide end-to-end implementation support for SAP SuccessFactors, from requirements definition through implementation and ongoing operations and maintenance
- Opportunity to contribute to the advancement of HR operations through global projects and support clients' management and decision-making processes

- Opportunity to be involved in upstream processes and pre-sales, developing both domain expertise and project execution capabilities
- 67.8% remote work ratio and 81.3% paid leave utilization rate, with extensive support for language learning and childcare

【Responsibilities】
As a subject-matter expert across business processes, product functionality, and project delivery, you will develop solutions and lead both clients and team members.
Working closely with Project Managers, you will be involved in upstream activities such as system planning, quality management for your assigned area, and pre-sales support, while contributing to project delivery from a broader perspective.

■SAP SuccessFactors:
With the mission of “Reinventing HR in Japan,” we provide consulting services that accelerate our clients’ businesses by supporting decision-making across their global operations through HR systems.

Our primary product is SAP SuccessFactors. Starting with human capital management and talent management, we cover end-to-end processes including compensation and payroll management, contributing to the advancement and efficiency of our clients’ HR operations.
As there is also strong demand for outsourced payroll management, we are the exclusive partner for ADP in Japan and are working together to expand the payroll services market in Japan, not only through implementation but also through joint market development.

Our projects are primarily global projects for medium- to large-sized enterprise clients, including replacement projects involving solutions previously implemented by major consulting firms. More recently, we have also begun providing operations and maintenance services, expanding the team with the goal of providing comprehensive services from implementation through stable operations and continuous improvement after go-live.
You will be involved throughout the entire SAP SuccessFactors implementation lifecycle, from requirements definition and system implementation through operations and maintenance.

※Notes regarding this position
The responsibilities described above represent general responsibilities for this position. Depending on your previous experience, you may have experience in some areas while having limited or no experience in others. For areas in which you have limited experience, training and skill development may be required and supported by our company.

Detailed responsibilities and expectations for each practice/title will be explained during the interview process.

Our Managers will also introduce the strategies of each practice, and we welcome questions regarding the roles and responsibilities required to achieve the practice's vision.

■About Us:
Ataway is a global IT consulting firm established in France in 2000. Through collaboration among Ataway offices worldwide, we provide consulting services to companies around the world. Nihon Ataway was established in 2008 as the Japanese entity of Ataway. We plan, propose, and implement solutions that contribute to business transformation for companies seeking to grow in a global environment. We also focus on change management services aimed at realizing the outcomes of transformation in response to various changes surrounding organizations. In addition to consulting services, we provide training programs and change management certifications. We have a diverse workforce with global talent and maintain a flat organizational culture where employees are close to one another and individual perspectives are respected.

【Employment Type】
Full-time

【Salary】
Estimated first-year annual salary: JPY 8.0M – 10.0M

※ Performance-based bonuses and other bonuses may be provided separately.
※ Final compensation will be determined based on experience and skills.

【Working Hours】
According to company regulations.

【Location】
Hibiya, Chiyoda-ku, Tokyo

【Holidays and Leave】
Work-Life Balance

- Saturdays, Sundays, and national holidays off
- 120+ annual holidays
- Year-end and New Year holidays
- Paid annual leave (81.3% paid leave utilization rate)
- Bereavement and congratulatory leave

Support for Life Events (An Environment Where You Can Work Long-Term):

- Nursing/caregiving leave
- Childcare/nursing leave for children
- Menstrual leave
- Maternity and parental leave (100% utilization rate over the past three years)

- Reduced working hours for childcare
- Leave for maternal health management
- Babysitter subsidy program

【Benefits and Welfare】
Social Insurance & Health Support:

- Full social insurance coverage
- Membership in the Kanto IT Software Health Insurance Society (ITS), providing access to various services such as resort facilities and medical support
- Health support programs

Flexible Working Style (Hybrid Work):

- Employees can autonomously choose where they work on a daily basis
- remote work ratio: 67.8% (FY2025) ※ Based on fully remote workdays

Diversity & Inclusion:

- Female employees: 44.0% (regular employees); female managers: 34.2%
- An environment where employees from diverse backgrounds can thrive

Allowances & Asset-Building Support:

- Communication allowance, etc.
- Defined Contribution Pension Plan (DC)
- Congratulatory and condolence payments (marriage, childbirth, bereavement)
- Long-service awards

Professional Development & Self-Growth Support:

- Language learning support (subsidy for language school tuition)
- Approximately 70% of Nihon Ataway's revenue comes from global projects, and approximately 30% of employees are foreign nationals → An environment where you can leverage your English skills and grow professionally

Culture & Internal Communication:

- Employee trips / outings, CSR activities, etc. (voluntary participation)
- A culture that values connections across teams and the organization
- Recruitment & Referral Program:
- Employee referral program, including referral bonuses when referred candidates join the company

Required Skills

【Required Qualifications】

- 3–5+ years of experience in implementation consulting for HR systems
- Experience participating in the full lifecycle, from requirements definition through post-go-live support
- Ability to independently plan and execute work in at least one of the following areas: HR, time and attendance, payroll, or talent management
- Experience leading and managing a team of two or more members
- Ability to deliver fact-based presentations

※ Candidates with SAP ERP or SuccessFactors experience are preferred.※
※ Training and assignments will be considered to help candidates develop their English skills after joining the company.※

Company Description