

SAP BASIS Consultant | First Japan Hire | Greater Tokyo | Hybrid

> **¥6–8M | Career Path to SuccessFactors**

Job Information

Hiring Company
Ataway

Job ID
1617046

Industry
Business Consulting

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

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
6 million yen ~ 8 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≫

- Support implementation, operations, and integration across on-premise and cloud environments, with a primary focus on SAP BASIS
- As Japan's first dedicated SAP BASIS specialist, you will have the opportunity to leverage your technical expertise while also contributing to organizational development

- Expand your expertise from BASIS into SAP SuccessFactors consulting, enhancing both your SAP specialization and market value
- 67.8% remote work ratio and average monthly overtime of 13.5 hours, with language learning support and a clear career path provided

【Responsibilities】
Ataway Japan is seeking our first SAP BASIS Consultant or Senior Consultant with strong SAP technical expertise.

The successful candidate will support and deliver SAP on-premise and cloud-based HR solutions, working closely with functional consultants, clients, and global delivery teams across implementation, integration, and support engagements.
This role is ideal for a technically strong consultant who enjoys problem-solving, system optimization, and working in complex SAP landscapes.
Over time, we would like this person to develop their career with us, transitioning from focusing on BASIS consulting into becoming an SAP SuccessFactors Consultant.

- Perform SAP system administration for ECC and/or S/4HANA landscapes
- Manage SAP installations, upgrades, patches, transports, and client copies
- Monitor system performance, background jobs, interfaces, and dumps
- Support system refreshes, user administration, and security roles in collaboration with security teams
- Provide BASIS support for hybrid environments integrating SAP on-premise systems with SuccessFactors

(After transitioning from BASIS consultant to SuccessFactors Consultant)

- Provide technical and configuration support for SAP SuccessFactors Employee Central
- Support data models, business rules, workflows, and role-based permissions
- Assist with EC-related integrations (e.g. EC to SAP ECC / S/4HANA, middleware tools)
- Support data migration, system testing, cutover, and go-live activities
- Work closely with functional consultants to ensure stable and scalable EC solutions

※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.

■What We Offer

- Opportunity to work on global SAP implementation and support projects
- Exposure to both SAP on-premise and cloud technologies
- Clear career progression from Consultant to Senior Consultant and beyond
- Flexible working arrangements and a collaborative, international team culture

■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 6.0M – 8.0M

※ 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.

※ Average overtime: 13.5 hours/month (FY2025 results; average minimum 10.4 hours / maximum 20.3 hours)

【Location】
Greater Tokyo Area (Tokyo, Kanagawa, Saitama, Chiba)

【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】
Experience:

- 2–5 years of experience in SAP technical or consulting roles
- Hands-on experience in SAP BASIS administration
- Exposure to SAP SuccessFactors Employee Central (configuration, support, or integration)
- Understanding of SAP integration concepts
- Strong communication skills and a proactive, problem-solving mindset
- Client-facing experience in project and/or support environments
- Language: Japanese – Native, English – Conversation or above.

Company Description