

Oracle HCM Cloud Senior Consultant | Tokyo, Hibiya | Hybrid

¥8–10M | HCM Implementation & Consulting

Job Information

Hiring Company
Ataway

Job ID
1617048

Industry
Business Consulting

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 25th, 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≫

- Lead Oracle HCM Cloud and PeopleSoft implementations from requirements definition through operations and maintenance
- Contribute to HR transformation by supporting the integration of global HR data, providing an opportunity to make a meaningful impact on clients' HR operations
- Opportunity to be involved in upstream processes and pre-sales, developing both HCM expertise and consulting capabilities
- 67.8% remote work ratio and 81.3% paid leave utilization rate, with extensive support for language learning and

babysitter subsidies

【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.

■Oracle HCM
Oracle Cloud HCM: A cloud-based ERP solution recognized by Gartner as a Leader in the Cloud HCM Suite market, enabling centralized management of all HR processes and data through a globally integrated database.
PeopleSoft: Oracle's traditional ERP solution. We are also involved in PeopleSoft implementations, which provide HR and payroll management capabilities while enabling integration with the talent management functionality of Oracle Cloud HCM.

※Notes Regarding These Positions
The responsibilities described above represent general responsibilities for these positions. 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 or no 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 any 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

Company Description