

Finance & SCM Solution Consultant | Greater Tokyo | Hybrid

> **¥6–15M | SAP, Oracle & Workday**

Job Information

Hiring Company
Ataway

Job ID
1617049

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 ~ 15 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 10 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≫

- Implementation consulting in the Finance and SCM domains using SAP S/4HANA, Oracle, Workday, and other ERP solutions
- Opportunity to gain broad experience, from upstream consulting to project delivery, through domestic and international projects

- Opportunity to develop versatile consulting skills with a comprehensive understanding of ERP through global projects and cross-product collaboration
- 67.8% remote work ratio and average monthly overtime of 13.5 hours, with extensive support for language learning and professional certification

【Responsibilities】
We are hiring for Manager, Senior Consultant, Consultant, and (NGD) Business Analyst-level positions.

- Manager
  As a Project Manager, you will lead stakeholders and drive project delivery from project initiation through execution to ensure successful project outcomes. You will also be responsible for developing and executing business schemes to achieve the team's mission.
  You will primarily be involved in sales activities through joint proposals with global regions and collaboration with the sales organization. In addition, you will develop business plans based on established business schemes, define and shape the team's mission, vision, and values, and lead the team toward its strategic direction.

- Senior Consultant
  As a subject-matter expert across business processes, product functionality, and project execution, you will develop solutions and lead both clients and team members.Working closely with the Project Manager, 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.

- Consultant
  Working with Project Managers and/or Senior Consultants, you will participate in project delivery activities such as requirements definition, configuration, and parameter settings.
  In addition, you will perform various consulting-related activities, including facilitating meetings, preparing meeting minutes, issue management, documentation, and communication and coordination with global team members.

※Notes regarding these positions
The responsibilities described above represent typical responsibilities for each 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 the Team
< SAP S/4HANA Public Cloud Finance and SCM >
As one of the few companies in Japan providing SAP S/4HANA Public Cloud solutions, we play an important role in shaping the future of corporate supply chain operations. Our team is growing, and we are looking for ambitious leaders who are eager to grow with us and make a significant impact on both local and global projects.

< Oracle Cloud Finance and SCM >
Our team includes specialists with more than 20 years of experience in both Finance and SCM. We have an environment where even small questions can be discussed easily, enabling those who are new to the product to steadily build their knowledge and expertise.

In addition to our team, the company as a whole has a flat organizational culture. We value knowledge sharing as well as team building through casual communication and interaction among colleagues.

< Workday Finance >
As a member of a new team, you will have the opportunity to play a significant role in building the foundation of the business. You will gain experience in developing project methodologies and implementation approaches, allowing you to make a meaningful impact on organizational growth.

We fully support Workday certification, helping you strengthen your competitiveness in the rapidly growing Workday market. You will also have many opportunities to participate in global projects, enabling you to develop an international perspective and global skills.

Through collaboration with other teams, including SAP and Oracle, you will gain a comprehensive understanding of ERP as a whole. This will allow you to develop versatile consulting skills that are not dependent on a specific product.

■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.

■Why does this job posting cover multiple teams, products, and position levels?

At Ataway, we value an environment in which consultants can work across teams and products and provide diverse solutions based on client requirements.

During the selection process, we will determine the primary team you will be assigned to based on your career aspirations and preferences. However, to help you develop broader skills and experience, you may also flexibly work across teams, projects, and products.

By presenting the responsibilities for multiple levels together, we aim to help candidates understand potential career paths and the expectations associated with each level without having to review multiple separate job postings.

【Employment Type】
Full-time

【Salary】
Estimated first-year annual salary: JPY 6.0M – 15.0M

※ 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】
■Manager
Candidates who meet all of the following requirements:

① 10+ years of experience in implementation consulting for Finance or SCM systems

- Experience in project delivery and/or management for Finance or SCM (production management, inventory management, sales management, etc.)
- Experience in operation/maintenance management and proposal activities for Finance or SCM systems
- Experience implementing Finance or SCM ERP products in global projects

② Business process knowledge

- Knowledge of business processes across multiple areas of Finance (Financial Accounting, Management Accounting) or SCM (production management, inventory management, sales management, etc.)

③ Knowledge and experience related to management responsibilities

- Experience in new business launch, marketing, and/or business development
- Experience developing and mentoring members/staff-level employees

■Senior Consultant

- 3–5+ years of experience in implementation consulting for Finance or SCM 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 Finance or SCM area (production management, inventory management, sales management, etc.)
- Experience leading and managing a team of two or more members
- Ability to deliver fact-based presentations

■Consultant

- Approximately 2–3 years of experience in implementation consulting or maintenance/support for Finance or SCM systems
- Experience with high-level design, detailed design, configuration/parameter settings, program development, and testing
- Experience in at least one Finance or SCM area (production management, inventory management, sales management, etc.)

Company Description