

Project & Change Management Consultant | Greater Tokyo | Hybrid

> **¥6–15M | Global Transformation Projects**

Job Information

Hiring Company
Ataway

Job ID
1617052

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 15:00

General Requirements

Minimum Experience Level
Over 1 year

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

≪Job Description / Highlights of This Position≫

- Lead a wide range of IT and business transformation projects, including project management and change management
- Support corporate transformation from both technological and people perspectives, contributing to project success and the realization of organizational change

- An environment where you can enhance your expertise through global projects by utilizing Prosci®'s globally recognized methodology
- A flexible work environment with a 67.8% remote-work ratio, average overtime of 13.5 hours per month, as well as extensive support for language learning and childcare

【Job Responsibilities】
※Positions are available at the Manager, Senior Consultant, Consultant, and (NGD) Business Analyst levels.

- Project Management Consultant:
  You will be responsible for the management of schedules, scope, costs, resources, risks, and procurement in projects led by clients, and will develop and execute project management processes. Projects vary widely, including IT projects such as core system and application implementations, as well as non-IT projects such as business analysis and business process improvement, across a variety of industries. As a Project Manager (PM), you will lead projects while communicating and coordinating with client-side stakeholders, vendors, project members, and other parties. Depending on the project, you may also serve as a PMO, working together with the PM to drive the project forward.

- Change Management Consultant:
  As a transformation partner for client organizations, you will support their projects and initiatives from a "people" perspective. You will conduct current-state analysis to drive transformation, support the articulation of the "future state," and develop and execute plans to guide employees toward the transformation. You will monitor the results of plan execution and work together with clients to resolve issues that may hinder the realization of transformation. In addition to leading transformation projects, you will also play a role in enhancing the client's organizational capability to adapt to change.

※Notes Regarding These Positions
The above describes general job responsibilities. We understand that some of the areas listed above may be part of your previous experience, while others may be new to you. For areas in which you do not yet have experience, training and skill development at our company may be required. Details of the responsibilities and expectations for each practice/title will be explained during the interview.
Managers will also introduce the strategies for each practice, so we welcome any questions regarding the roles and responsibilities required to achieve the practice's vision.

■About the Team:
Our team consists of consultants with extensive experience in the field of management consulting services (CMPM Division), with broad capabilities and a strong track record ranging from project management and change management to providing training on change management methodologies. Many members have experience working at other consulting firms or solution vendors, while others have transitioned from different fields and acquired new knowledge and skills after joining the team.

We support transformation projects addressing a wide range of challenges faced by domestic and international clients, from rollouts to locations both in Japan and overseas and support for business adoption, to digital transformation, corporate culture transformation, organizational development, and social agendas. We provide support from both the "technical management (project management)" and "people management (change management)" perspectives. In addition, we are the only company in Japan to have a partnership with Prosci®, a U.S.-based global leader in the field of change management. We provide services using Prosci®'s globally recognized change management methodology.

■About the Company:
Ataway is a global IT consulting firm founded in France in 2000. Leveraging collaboration among Ataway's offices around the world, we provide consulting services to companies worldwide. Ataway Japan was established in 2008 as the Japanese entity and plans, proposes, and implements solutions that contribute to business transformation for companies seeking growth in a global environment. We also focus on change management services aimed at achieving tangible outcomes from transformation in response to various changes in the environment surrounding organizations. In addition to consulting services, we provide training programs and change management certifications. We are a flat organization with a diverse workforce from around the world, where employees maintain close relationships with one another and individuality is respected.

■Why does this job posting include recruitment across different teams, products, and position levels?
At our company, we value an environment in which consultants can work across teams and products and provide a diverse range of solutions tailored to client requirements.
During the selection process, we will determine the primary team you will be assigned to based on your career aspirations. However, to help you build a broader range of skills and experience, you may also flexibly engage in work spanning different teams, projects, and products.
In addition, by providing the details for each level together, we make it easier for candidates to envision their potential career path and expected responsibilities without having to review multiple separate job postings.

【Employment Type】
Full-time

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

※ Performance-based bonuses and performance bonuses are provided separately
※ Salary will be determined based on experience and capabilities

【Working Hours】
In accordance with company regulations
※Average overtime: 13.5 hours/month (FY2025 results; average min. 10.4 hours/max. 20.3 hours)

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

Greater Tokyo Area

【Holidays and Leave】
Work-Life Balance

- Weekends and national holidays off
- 120+ annual holidays
- Year-end/New Year holidays
- Paid annual leave (paid leave utilization rate: 81.3%)
- Bereavement and congratulatory leave

Life Event Support (An environment where you can work with peace of mind over the long term):

- Caregiving leave
- Child nursing leave
- Menstrual leave
- Maternity leave / childcare leave (maternity and childcare leave utilization rate: 100% over the past 3 years)
- Childcare time off
- Leave for maternal health management
- Babysitter subsidy program available

【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

- Experience as a Manager in project management or change management at a consulting firm
- Or, experience overseeing and managing projects involving the design, operation, and implementation of core business systems, ERP systems, or similar, including leading projects from planning through execution and implementation
- Experience in developing and winning consulting projects
- Experience in supporting team members and developing the team (including recruitment, training/development, evaluation, or any of these areas)
- ※ Managers who oversee an internal organizational unit (roughly equivalent to a "section" in a conventional organizational structure, referred to as a "Practice Leader" at our company) are responsible not only for project management but also for practice management, including business development and organizational/team development, and are expected to build and grow their assigned practice/team.

■Senior Consultant

- Experience in project management or change management at a consulting firm
- Or, candidates with any of the following experience at a corporate company

- Experience leading multiple projects lasting six months or more, including both internal and external projects
- Experience supporting PMs or working as a PMO in business transformation or system implementation projects, with knowledge of tasks and deliverables across each project phase
- Experience in corporate planning or business planning

■Consultant

- Experience in project management or change management at a consulting firm
- Or, candidates with any of the following experience at a corporate company
- Experience participating in multiple projects lasting three months or more, including both internal and external projects
- Experience working as a PMO in business transformation or system implementation projects, including experience managing project progress, issues, scope, and other aspects
- Experience in corporate planning or business planning

【Preferred Qualifications】

- PMP or other project management-related certifications are preferred (including candidates currently studying toward certification)
- Change management-related certifications are preferred. For candidates who do not have one, training and development programs will be provided after joining the company
- Global work experience (overseas assignments, global projects, etc.)

Company Description