

Workday HCM Practice Leader | Greater Tokyo | Hybrid

> **¥8–15M | Build & Lead Our Workday Business**

Job Information

Hiring Company
Ataway

Job ID
1617055

Industry
Business Consulting

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

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
8 million yen ~ 15 million yen

Work Hours
According to company regulations.

Holidays
Saturdays, Sundays, and national holidays off

Refreshed
November 4th, 2026 00:00

General Requirements

Minimum Experience Level
Over 6 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 and oversee Workday HCM implementation and support projects, business development, service development, and organizational development
- Build the Workday business from the ground up and drive business growth with significant autonomy and decision-making authority

- Opportunity to lead global projects and take on a broad range of challenges, from market development to team building
- 67.8% remote work ratio and average monthly overtime of 13.5 hours, with extensive support for language learning and babysitter subsidies

【Responsibilities】
In addition to project management for Workday implementation and support consulting services in the HCM domain, you will have significant autonomy to contribute to the business from the ground up, including business development, service development, and team building.

Practice Leadership & Strategy:

- Develop and execute the vision, growth strategy, market positioning, and long-term scalability of the Workday practice.

Business Development:

- Drive revenue growth by acquiring new clients, expanding existing accounts, and building and converting a strong pipeline through partner channels.

Delivery Leadership:

- Ensure the successful delivery of Workday projects by achieving high-quality outcomes, customer satisfaction, and repeat business.

Team Building & Leadership:

- Recruit, develop, and lead a high-performing consulting team while fostering a strong culture of collaboration.

Practice Operations & Governance:

- Establish and manage processes for pipeline management, resource allocation, reporting, and overall performance tracking.

Market & Brand Development:

- Establish the practice's positioning in the market through client engagement, thought leadership, and collaboration with marketing initiatives.

※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.

■Background / About the Team:
Workday and Ataway entered into a new business partnership in 2024 to further strengthen delivery capabilities and jointly explore new segments of the market. Through this partnership, Ataway is now able to cover nearly the full range of enterprise package options available in the global market, enabling us to provide clients with a broader range of ERP solutions.

The Workday HCM team is now looking for core members who will lead the launch and development of the Workday business. The greatest appeal of this position is the opportunity to build the business with significant autonomy while also leading global projects.

We welcome candidates who want to leverage their existing experience while taking on challenges in new areas. With the partnership and support of Workday and Ataway, we expect you to play a key role as a core member driving the growth of the Workday business.

■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 – 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】

- 8+ years of experience in the consulting industry, with strong knowledge of HCM products and the HCM market

- Proven track record in business development and revenue responsibility
- Experience leading end-to-end implementation of HCM systems
- Experience as a team leader and/or in building a consulting practice
- Deep understanding of the consulting business model, including pipeline, utilization, and profitability
- An entrepreneurial mindset and strong motivation to build a business from the ground up or develop an early-stage business
- Excellent client-facing and communication skills
- Ability to effectively balance responsibilities across sales, delivery, and leadership
- Collaborative, team-oriented leadership style with a strong sense of initiative and ownership
- GRIT mindset

Company Description