

Finance Business Partner ? North Asia (Japan)

Job Information

Recruiter
JAC International Co., Ltd.

Hiring Company
A global provider of temporary power and temperature control sol

Job ID
1617164

Industry
Other

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
6 million yen ~ 9 million yen

Refreshed
November 27th, 2026 23:00

General Requirements

Minimum Experience Level
Over 3 years

Career Level
Mid Career

Minimum English Level
Business Level

Minimum Japanese Level
Business Level

Minimum Education Level
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

< Role Description >
The Finance Business Partner (FBP) will play a key role in driving business performance through commercial finance partnership, strategic forecasting, pricing analytics, and business intelligence alignment. This role will act as a key finance partner to regional business leadership, providing insight, strategic challenge, and support to maximize revenue growth and profitability. The FBP will lead the alignment of forecast models with commercial pipeline data, deliver timely performance reporting, and ensure financial information is effectively integrated with business intelligence and reporting tools.

This position reports directly to the regional finance leadership team and works closely with FP&A and commercial stakeholders.

< Responsibilities >
1. Revenue Forecasting, Performance Reporting and Actuals
Own and drive the forecasting process in collaboration with Sales, Operations, and Business Leaders.
Conduct regular reviews of commercial pipeline activity to ensure forecasting accuracy and timely updates.
Ensure changes in opportunity timing or value are reflected in financial forecasts and communicated to key stakeholders.

Review actual results against forecasts and interim performance reports to support accurate revenue and profitability reporting.

2. Cost Management & P&L Oversight
Monitor, analyze, and report on business costs, identifying trends, variances, and opportunities for operational efficiency.
Partner with operational teams to develop and implement cost management initiatives.
Provide comprehensive analysis of the full P&L, including revenue, direct costs, and operating expenses, to support profitability improvement.
Lead regular business performance reviews, providing strategic insights and recommendations to optimize financial results.

3. Commercial & Sales Partnership
Serve as a key finance partner to Sales and Commercial teams.
Participate in commercial discussions and support decision-making through financial analysis and insights.
Work closely with sales teams to understand business drivers, customer dynamics, and pricing considerations.

4. Pricing & Rate Strategy
Lead pricing analysis, including benchmarking across business segments, customer groups, and markets.
Support the development and maintenance of pricing models and governance frameworks for strategic opportunities.
Identify pricing risks, discounting trends, and margin improvement opportunities.
Support reporting and analysis of pricing and profitability metrics.

5. Performance & Business Review Support
Deliver accurate, data-driven projections for annual planning cycles and periodic reforecasts.
Prepare and present performance reporting packs for senior leadership reviews.
Collaborate with operational teams to ensure resource utilization aligns with commercial demand and business objectives.

< Key Performance Indicators >
Timeliness and accuracy of management reporting
Forecast accuracy (Short-Term, Periodic, and Full-Year)
Pricing effectiveness and margin performance
Effective utilization and alignment of reporting and business intelligence systems

Employee Benefits:
Paternity Leave
Bereavement Leave
Sick Leave
Marriage Leave

Required Skills

What We're Looking For
Academically qualified finance professional with a minimum of a bachelor’s degree; MBA preferred.
Minimum 5 years of experience in Finance or Business Analysis roles, ideally with commercial or FP&A exposure
Advanced proficiency in Microsoft Excel, including Power Query, and expert-level experience with Power BI for data modeling and dashboards.
Proven history in financial system automation and process optimization
Good technical accounting knowledge and strong business acumen
Experience in analyzing and questioning data to ensure completeness and accuracy.
Demonstrated experience in continuous improvement initiatives and process enhancement.
Experience with Salesforce CRM, M3 Cloud suite, Tagetik, and Basware would be advantageous.

Company Description

新たに日本マーケットに参入される外資系企業や、日本でさらなるビジネス拡大をお考えの外資系企業のお客様に、私たちは最適な採用サポートを提供いたします。1975年に英国初の日系人材紹介会社としてロンドンで創業し、その後シンガポール、日本、マレーシア、インドネシア、タイ、中国の7カ国 (また2011 年には香港・韓国にも拠点を新設予定) でグローバル人材紹介会社として事業を拡大してきたジェイ エイ シーは、そのバックグラウンドから、海外文化への深い理解を持ち合わせています。グローバルに事業を展開する日系人材紹介会社のリーディングカンパニーとして、私たちは他に類のない人材ネットワークから、日本人の優秀なバイリンガル人 材や外国人のプロフェッショナル人材をご提供することが可能です。幅広い業種、職種においてのエキスパートである当社のネイティブあるいはバイリンガルコ ンサルタントが皆様のパートナーとなり、適材適所で人材のご紹介をいたします。ジェイ エイ シーが築いてきた特有の歴史、文化、そしてグローバルマーケットでの強みを揺ぎない核として、日本マーケットで躍動する外資系企業のお客様のニーズにさら に的確にお答えするために、ジェイ エイ シー インターナショナルは誕生しました。私たちはアジアやヨーロッパのJAC Recruitment Group海外各社と緊密に連携を取り、お客様の真のニーズを把握した上で、最適なキャンディデイトをご紹介いたします。

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We provide specialized proactive recruitment support tomultinational clients who are setting up new operations or areexpanding existing business and seeking further growth in theJapanese market.As the first Japanese recruitment company to set up operations in theUK in 1975, understanding foreign cultures is second nature to us.With our extensive global network and historically leading position asrecruitment consultancy to Japanese corporations, we have access toan unrivaled pool of bilingual Japanese and foreign professionals.Our professional consultants are experts in a range of Industries andfunctions and all have extensive multicultural experience.Based on JAC’s unique history, culture and market strength, JACInternational was founded to provide dedicated support to ourmultinational corporate clients in Japan.

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