

FY26 24 Talent Management Specialist

株式会社エビデントでの募集です。 教育研修のご経験のある方は歓迎です。

Job Information

Recruiter
JAC Recruitment Co., Ltd.

Hiring Company
株式会社エビデント

Job ID
1620481

Industry
Electronics, Semiconductor

Company Type
International Company

Job Type
Permanent Full-time

Location
Tokyo - Other Areas

Salary
6 million yen ~ 8 million yen

Work Hours
08:45 ~ 17:30

Holidays
【有給休暇】初年度 20日 1か月目から 【休日】完全週休二日制 土 日 祝日 年末年始 【有給休暇】 最大20日付与（入社月…

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October 29th, 2026 18:26

General Requirements

Career Level
Mid Career

Minimum English Level
Business Level

Minimum Japanese Level
Native Level

Minimum Education Level
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

【求人No NJB2420817】
（株）エビデントは、オリンパス（株）の祖業である顕微鏡を含む科学事業を承継し、2022年4月に新たに設立しました。現在、主力製品である顕微鏡を基盤に、最先端のデジタル革新と組み合わせ、科学的な躍進を駆動しビジネスの拡大を進めています。

Role Summary:

The Talent Management Specialist supports organizational and individual growth through learning and capability development. The role plans and delivers in house and externally provided training and coordinates local talent development initiatives. It also partners with Global HR to implement initiatives such as global learning programs and engagement surveys in Japan. By translating business and talent priorities into practical development activities the specialist strengthens employee capabilities performance and engagement.

Key Responsibilities:
・Training design and delivery. Assess learning needs with HRBP and business stakeholders; plan organize deliver and evaluate in house and externally provided training including programs for different career levels and specialist roles. Facilitate engaging sessions and prepare clear practical learning materials.
・Capability and career development. Plan and implement leadership professional skills and career development initiatives that respond to business needs. Work with HRBP and managers to encourage participation and help employees apply learning to their work.
・Global programs and local implementation. Partner with Global HR to coordinate the rollout of global training programs and engagement surveys in Japan. These training programs include leadership development soft skills training and training to help managers use HR self service systems effectively. Adapt materials and communications to the Japanese language and corporate culture while maintaining alignment with global objectives and coordinate implementation with local stakeholders.
・Vendor and program coordination. Coordinate training providers and external facilitators including briefing scheduling delivery and follow up. Monitor program quality costs and outcomes and recommend improvements to maximize the value of external partnerships.
・Data evaluation and continuous improvement. Collect and analyze training and talent development data to assess program effectiveness. Prepare reports and recommendations for stakeholders and use feedback and insights to improve future initiatives.

※変更の範囲：会社の定める業務

Required Skills

Required Qualifications：
・Talent management experience. At least five years of experience in a talent management role within a global company including hands on involvement in employee development.
・Training program experience. Experience planning and delivering in house and externally provided training programs including program design coordination and evaluation.
・Facilitation skills. Demonstrated ability to facilitate training for internal and/or external audiences encourage participation and communicate complex topics clearly.
・Global and local understanding. A sound understanding of global talent management trends and Japanese corporate culture with the ability to adapt global approaches to local needs.
・Language and communication. Native level Japanese and business level English communication skills with the ability to collaborate effectively with local and global stakeholders.
・Microsoft Office proficiency. Proficiency in PowerPoint Excel and Word for developing training materials and presentations analyzing data and preparing clear documentation.
・AI proficiency. Practical proficiency in using AI tools such as Claude and ChatGPT to improve productivity and the quality of learning content analysis and communications while critically reviewing outputs and protecting confidential information.

Preferred Qualifications：
・Experience working on projects or initiatives with Global HR or overseas stakeholders.
・Experience administering engagement surveys analyzing results and supporting action planning.
・Experience evaluating training effectiveness and using talent data to recommend improvements.

Key Competencies：
・Planning and execution: Translates business needs into practical initiatives and delivers them reliably.
・Relationship building: Builds trust and productive partnerships across functions cultures and organizational levels.
・Coordination and initiative: Aligns stakeholders manages priorities and proactively moves initiatives forward.

Company Description

生物顕微鏡、工業用顕微鏡の開発、製造、販売及びソリューションの提供等に関する事業