【外資系建設機械メーカー】人材育成・研修マネージャー（L&D）

世界的な建機メーカーでマネジメント経験を積める求人

Job Information

Recruiter
Morgan McKinley

Job ID
1621650

Industry
Bank, Trust Bank

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
Negotiable, based on experience

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General Requirements

Minimum Experience Level
Over 6 years

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

世界的に高いブランド認知度を誇る外資系建設機械・重機メーカーにて、**人材育成・研修マネージャー（L&D Manager）**を募集しています。部下あり。

本ポジションでは、人材育成戦略の策定、研修プログラムの企画・開発・運営、チームマネジメントを中心に、組織全体の人材育成と技術力向上を推進します。

本社部門、工場、営業拠点の社員に加え、販売代理店や顧客など、幅広い対象者に向けた研修を担当。グローバルチームと連携しながら、事業戦略に沿った効果的な教育体系の構築に携わることができます。

人材開発・組織開発・企業内研修の経験を活かし、グローバルメーカーで研修戦略の立案から実行まで幅広くリードしたい方に適したポジションです。

主な職務内容

- **人材育成・研修戦略の策定：**

事業戦略や組織目標に基づき、中長期的な人材育成方針、教育研修計画、L&D戦略を立案・実行。

- **研修プログラムの企画・開発：**

社員・販売代理店・顧客向けの教育プログラムを企画・開発し、継続的な改善と運用を推進。

- **チームマネジメント：**

研修チームの組織運営、メンバー育成、業務管理を行い、チーム全体のパフォーマンス向上をリード。

- **研修組織・運営体制の構築：**

研修業務全体の運営体制を整備し、教育施策の品質向上と効率化を推進。

- **社員向け教育研修の企画・実施：**

本社・工場・営業拠点などの社員を対象に、各部門のニーズに応じた研修を企画・実施。

- **販売代理店・顧客向け研修の企画・運営：**

建設機械・重機に関する製品知識や技術理解の向上を目的とした研修を企画・運営。

- **研修スケジュール・リソース管理：**

年間研修計画や実施スケジュールを策定し、人員・設備などのリソースを調整して、円滑な研修運営を実現。

Are you an experienced Learning & Development (L&D) Manager looking to drive employee development and training strategy within a global manufacturing organisation?

Join a global leader in construction equipment and heavy machinery in Tokyo, where you will lead the strategic planning, development, and delivery of training programmes for employees, dealers, and customers.

This position combines talent development, people management, corporate training, and technical learning within a highly specialised industrial environment. You will play a key role in strengthening workforce capabilities, supporting business performance, and ensuring training programmes meet the needs of diverse audiences.

Working across corporate offices, manufacturing facilities, and sales branches, you will have the opportunity to develop impactful learning initiatives while collaborating with international stakeholders.

Key Responsibilities

- Learning & Development Strategy: Develop and implement comprehensive training strategies aligned with organisational objectives, workforce development needs, and business priorities.
- Training Programme Development: Design, deliver, maintain, and continuously improve learning programmes for employees, dealers, and customers.
- Team Leadership & People Management: Lead and manage the training team, providing direction, coaching, performance management, and professional development support.
- Organisational Management: Oversee training operations, establish effective processes, and ensure learning initiatives are delivered consistently across the organisation.
- Employee Training & Development: Plan and execute internal training programmes for corporate employees, factory personnel, and sales branch teams.
- Dealer & Customer Training: Develop and coordinate training programmes that strengthen product knowledge, technical capabilities, and customer understanding of construction equipment and heavy machinery.
- Training Delivery & Facilitation: Oversee the effective delivery of classroom-based, practical, and other relevant training activities to support different learning requirements.
- Programme Management & Maintenance: Regularly review training materials, learning content, and programme effectiveness to ensure relevance, quality, and alignment with business needs.
- Training Schedule & Resource Management: Manage training calendars, schedules, resources, and operational requirements to ensure efficient programme execution.
- Stakeholder Collaboration: Work closely with internal departments, international teams, dealers, and customers to identify learning needs and deliver appropriate training solutions.

Required Skills

必須条件 経験・資格：

- 人材育成・L&Dの知識
- 社内研修の企画・運営経験
- 顧客向けや外部パートナー向け研修の企画・運営経験
- 部下のマネジメント経験5年以上
- 組織の教育ニーズを把握し、具体的な研修計画へ落とし込む能力
- 研修スケジュール、教材、実施体制、リソースなどを管理・調整できる能力
- 大学卒業以上

ソフトスキル：

- **コミュニケーション能力：** 社員、顧客、販売代理店、経営層など、幅広い関係者と円滑にコミュニケーションを取れる方。
- **課題解決力・論理的思考力：** 教育研修に関する課題を分析し、論理的かつ実践的な解決策を導き出せる方。
- **リーダーシップ：** **チームを牽引し、メンバーの能力開発やパフォーマンス向上を支援できる方。**
- 企画力・調整力： 複数の研修プログラムを計画的に進め、優先順位やリソースを適切に管理できる方。

語学力：
- **日本語：** ネイティブレベル
- **英語：** ビジネスレベル

歓迎条件
- 製造業・建設機械業界の知識・経験
- グローバル企業での業務経験

採用企業について
大手外資系建設機械・重機メーカー。

グローバル市場で高いブランド認知度を有し、専門性の高い製品と技術力を強みに、建設機械・産業機械分野で事業を展開しています。

この求人がおすすめの理由
- **世界的なブランド力：** 世界的に高い知名度とブランド力を誇る企業で働けます。
- **マネジメント職：** L&Dチームを牽引し、リーダーシップスキルを磨けます。
- **幅広い研修経験：** 本社・工場の社員から販売代理店、顧客まで、多様な対象者への研修に携われます。
- **専門知識の習得：** 建設機械・重機に関する製品知識や技術的な理解を深められます。
- **人事・L&D領域でのキャリアアップ：** 人材育成戦略、研修企画、組織開発、チームマネジメントなど、幅広い経験を積めます。

Required Skills and QualificationsExperience:
- People Management: At least 5 years of people management experience, including leading teams, managing performance, and supporting employee development.
- Learning & Development: Proven experience in L&D, corporate training, or employee development, including planning, developing, and executing training programmes.
- Internal Training: Hands-on experience organising and delivering training initiatives for employees across different business functions.
- Customer Training: Experience planning and implementing training programmes for customers, external partners, or other business stakeholders.
- Training Strategy & Execution: Ability to translate organisational learning needs into structured training plans and deliver programmes effectively.
- Programme Management: Experience coordinating training schedules, resources, programme content, and delivery requirements.
- Education: Bachelor's degree.

Soft Skills:
- Communication Skills: Strong verbal and written communication abilities to engage effectively with employees, customers, dealers, and senior stakeholders.
- Leadership: Ability to lead, motivate, and develop teams while maintaining high standards of training delivery.
- Problem-Solving: Strong analytical and logical thinking skills to identify training challenges and develop practical solutions.
- Organisational Skills: Excellent planning, prioritisation, and coordination abilities to manage multiple training programmes and resources.
- Stakeholder Management: Ability to collaborate with cross-functional teams and build productive relationships across different business areas.
- Adaptability: Flexibility to address the learning needs of diverse audiences, from corporate employees to technical personnel and external customers.

Language Requirements:
- Japanese: Native-level proficiency for employee training, stakeholder communication, and programme delivery in Japan.
- English: Business-level proficiency for communication and collaboration with global teams and international stakeholders.

Preferred Skills & Qualifications
- Experience working in manufacturing, industrial equipment, construction machinery, or other technical industries.
- Familiarity with developing training programmes for technical products, equipment, or specialised industrial operations.
- Experience supporting dealer networks, sales teams, factory employees, or customer-facing training programmes.
- Understanding of talent development, organisational learning, and employee capability-building initiatives.
- Experience coordinating training activities across multiple business locations or departments.
- Previous experience working within a multinational organisation or collaborating with global L&D teams.

About the Company
Our client is a global leader in the manufacturing and distribution of construction equipment and heavy machinery, recognised for its established brand and strong presence in the industrial sector.

Operating in a highly technical environment, the organisation serves customers and business partners who rely on specialised equipment, product expertise, and professional support.

The company places importance on developing the capabilities of its employees, dealers, and customers. Through structured learning and training initiatives, it supports technical knowledge, operational effectiveness, and professional development across corporate offices, manufacturing facilities, and sales branches.

This opportunity offers the chance to combine human resources leadership and technical industry expertise within a globally recognised manufacturing business.

Why You'll Love Working Here

- Globally Recognised Employer: Join an established international leader in construction equipment and heavy machinery with strong brand recognition.
- Strategic L&D Leadership: Take ownership of training strategy, programme development, and delivery across a diverse organisation.
- People Management Opportunities: Lead a training team and contribute directly to employee development and organisational capability building.
- Diverse Training Audiences: Design and oversee training for corporate employees, factory personnel, sales branch teams, dealers, and customers.
- Technical Industry Exposure: Build valuable expertise in construction machinery, heavy equipment, and industrial operations while applying your L&D knowledge.
- Global Collaboration: Work with international colleagues and stakeholders, using your English communication skills in a multinational environment.
- Business Impact: Help strengthen workforce capabilities, product knowledge, and training effectiveness across the organisation.
- Professional Growth: Expand your experience in learning strategy, talent development, training operations, and organisational leadership.
- Human-Centred Role: Bring the human element to a technically focused business by helping employees and customers develop the skills and knowledge they need.

Company Description

Morgan McKinleyは国際的な人材コンサルティング会社として、さまざまな業界・分野をリードする採用企業様と、スペシャリストとしてのスキルを有する人材とを結びつけるお手伝いをしています。1988年の創立以来、Morgan McKinleyの名は、「卓越した質のサービス」「市場知識の豊富さ」「No.1企業であり続けようとする強い意志」、そして何よりも「実績」を体現する会社として知られています。

リクルーティング スペシャリストである弊社コンサルタントまでお気軽にお問い合わせください。