

2024 SALARY GUIDE



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The 2024 Salary Guide is based on the analysis of the entirety of our placements made across Japan over the past, as well as an online survey developed by Robert Half and conducted by an independent research firm with forecasts for the year ahead.

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ABOUT ROBERT HALF



Robert Half is the world's first and largest specialized talent solutions firm that connects companies with highly skilled job seekers. We offer permanent placement solutions in the fields of finance and accounting, technology, HR, office support, legal, and financial services. Robert Half has 345 locations worldwide, including nearly 100 locations in 18 countries outside the United States.

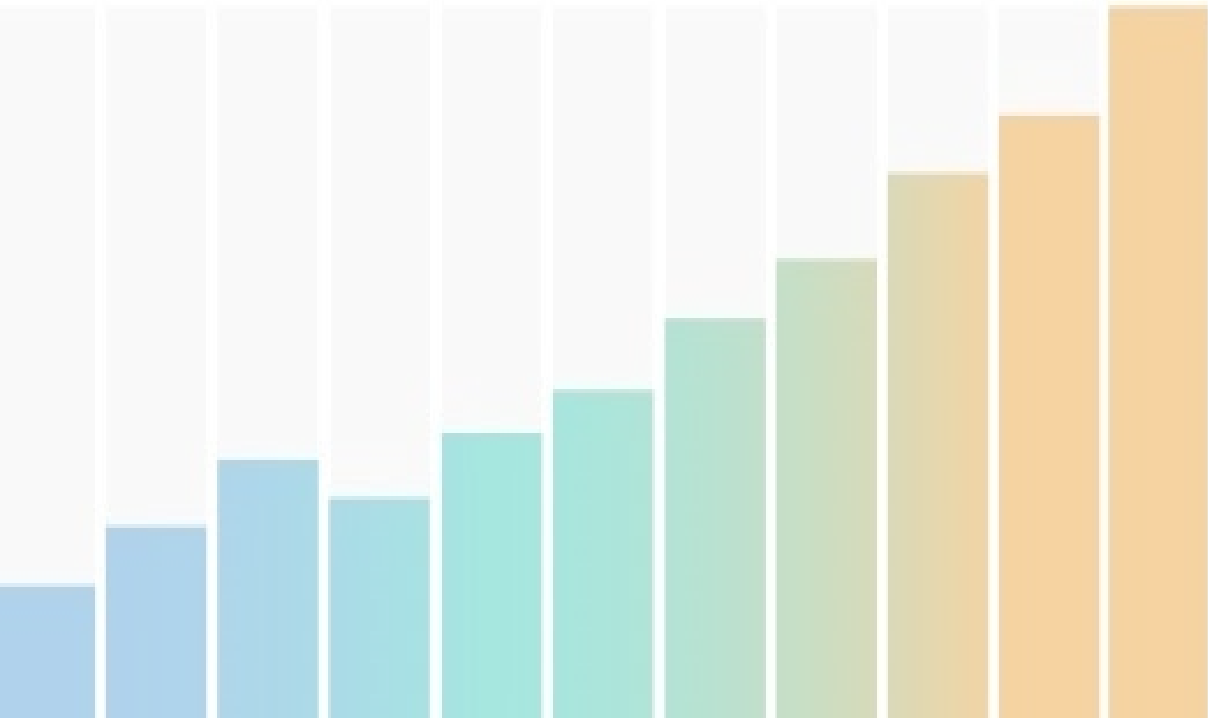
Robert Half is the parent company of Protiviti, a global consulting firm that provides internal audit, risk, business, and technology consulting solutions. Robert Half, including Protiviti, has been named a Fortune® Most Admired Company™ and a Forbes Best Employer for Diversity. Robert Half and Protiviti have also each been named to the Fortune 100 Best Companies to Work For® list.



METHODOLOGY

During November 2023 Robert Half commissioned research amongst 750 respondents using an online data collection methodology.

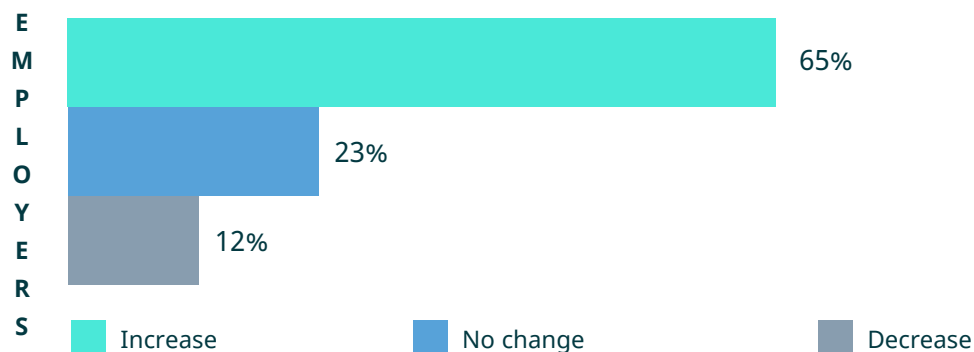
The respondents represent 250 employers and 500 employees in Finance, Tech and HR departments. Respondents are drawn from a sample of SME and large organizations from public sector, private and publicly listed businesses in Japan.



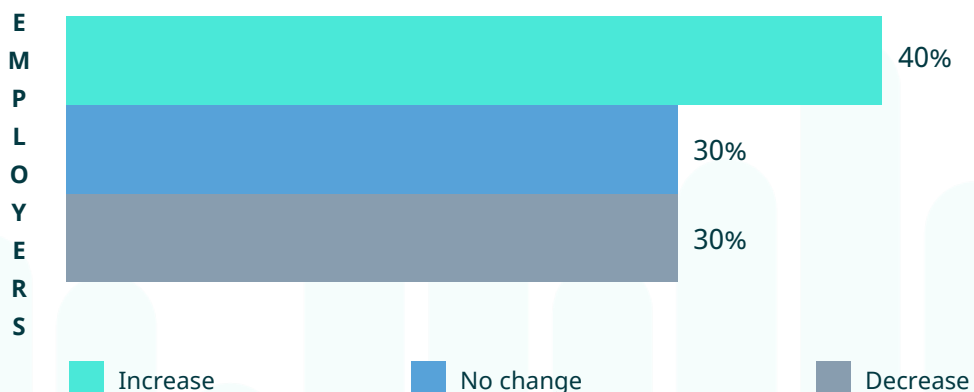


The hiring landscape is evolving, with candidates emphasizing competitive salaries and career growth when changing jobs. While companies are actively bringing in new talent, they are also grappling with high turnover rates. In the face of severe talent shortages and intensified competition, it is crucial to proactively implement initiatives to improve retention rates and curb the departure of employees seeking better offers.

New Hires: Did the number of people joining your company change in 2023?



Turnover: Did the number of people leaving your company change in 2023?



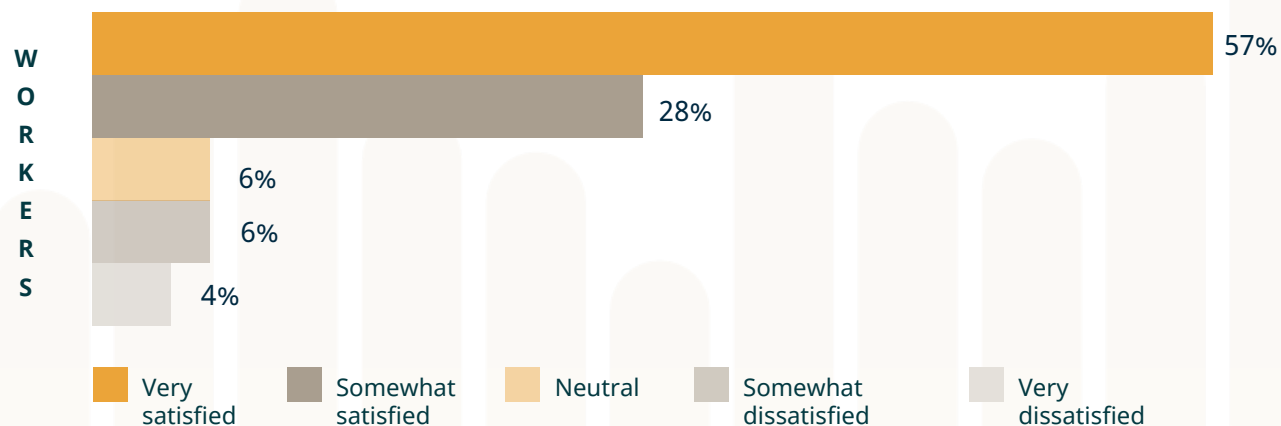
How much movement is there in the recruitment market?

- **New Talent Influx:** The 65% increase in new hires indicates a proactive effort by the company to bring in fresh talent. It might signal growth, expansion, or a deliberate strategy to address skill gaps or accommodate new business needs.
- **Stable Recruitment:** Although 23% of companies reported no change in new hires, it's notable that a majority experienced an influx of new talent. However, a 12% decrease in new hires could imply a slowdown in recruitment efforts or a shift in hiring strategies due to various reasons, including economic conditions or organizational restructuring.
- **High Turnover:** Companies reporting an increase in employee turnover over the past year reached 40%. Amidst intensifying talent competition, this trend may be attributed to employees leaving for better offers.
- These insights suggest a dynamic environment where companies are grappling with higher turnover rates while actively seeking and onboarding new talent. Addressing retention strategies and understanding the drivers of employee departures is essential for maintaining a stable workforce and sustaining growth.

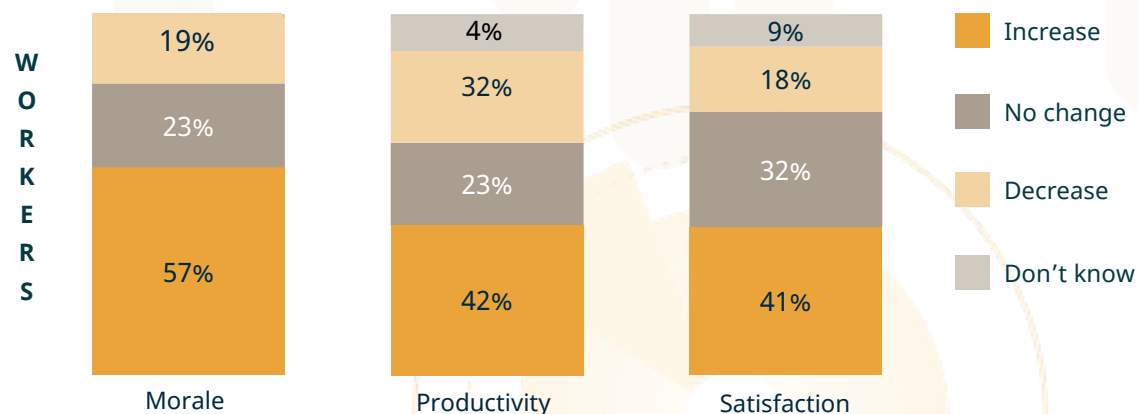


In the post-COVID landscape, workplace flexibility has become integral to work-life balance in Japan, shifting the focus away from work being the central aspect of people's lives. As companies adapt their strategies, employees are experiencing an increase in morale, productivity and satisfaction.

How satisfied are you in your current role?



Was there a change in morale, productivity or satisfaction for your role in 2023?

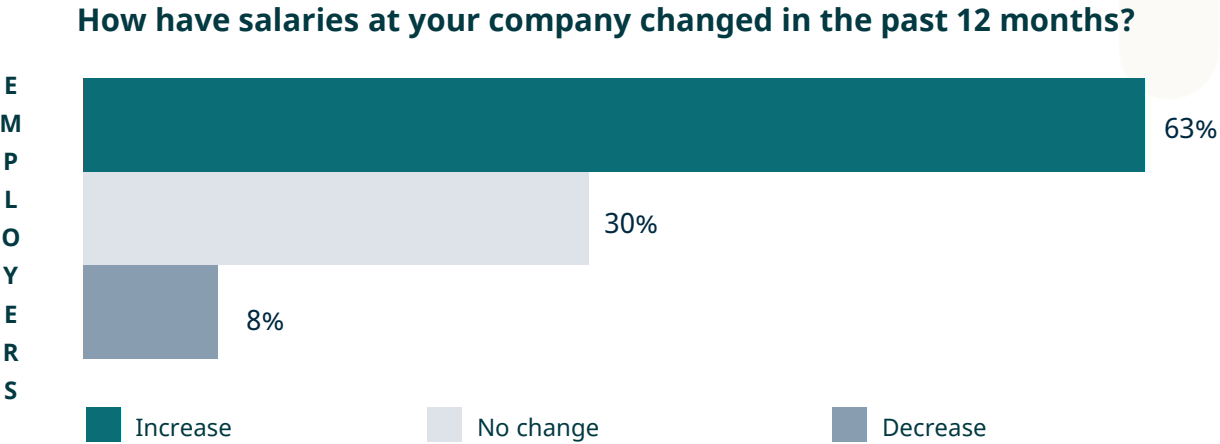


Why do workers stay at their current companies?

- Nearly 60% of employees express satisfaction with their current company, particularly given the considerable market movement of the past two years.
- Hybrid work arrangements provide improved work-life balance, which is highly valued in the market.
- Staff find great appeal in collaborating with international teams, as it unifies offline and online efforts to foster seamless synergies and elevate engagement / retention levels.
- In-house positions that provide valuable company contributions and a pathway to managerial roles are highly desired.

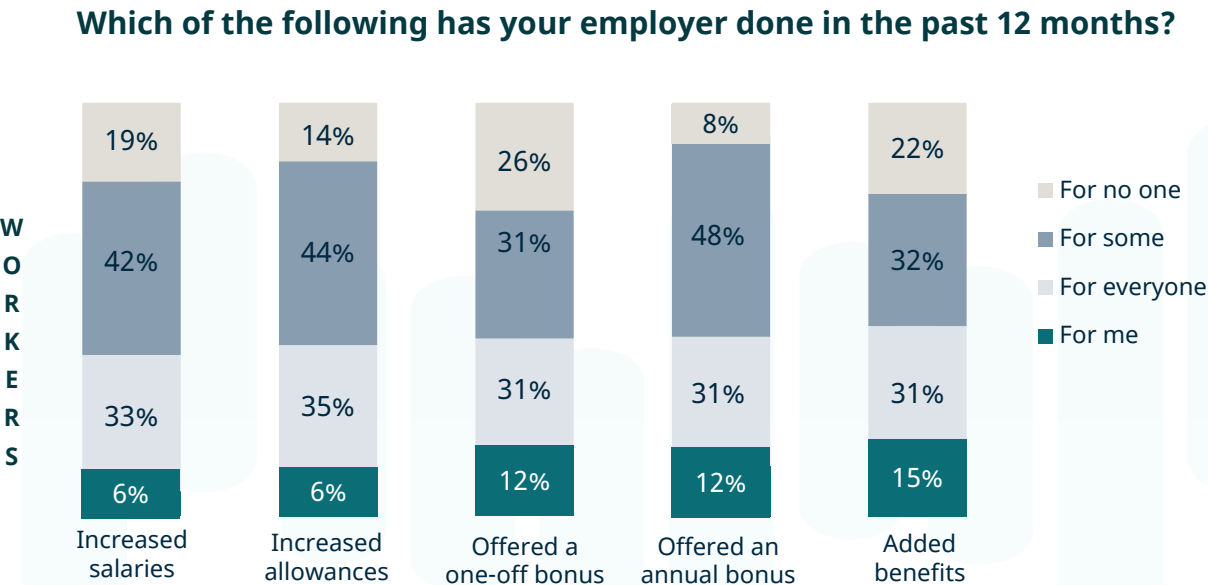


Salaries have increased, albeit slightly, over the past few months, and we expect the trend to continue in 2024. However, there are still increases available for top candidates within technology, finance, financial services, human resources, and supply chain fields.



Are employers taking notice of rising living costs and the weak yen?

- 63% of employees have received salary increases, either through an annual increase or new role.
- In contrast, 30% have had no increase despite rising costs and a further 8% have experienced a salary decrease – indicative of a tighter market and tentative economy.
- Domestic companies have rolled out more significant salary increases, going as high as 6.1% for managerial positions and 7.0% for non-managerial positions.¹
- Foreign-affiliated companies have implemented less drastic wage hikes, with the top 10% of companies implementing 3.6% and 4.0% salary increases for managerial and non-manager employees respectively.¹

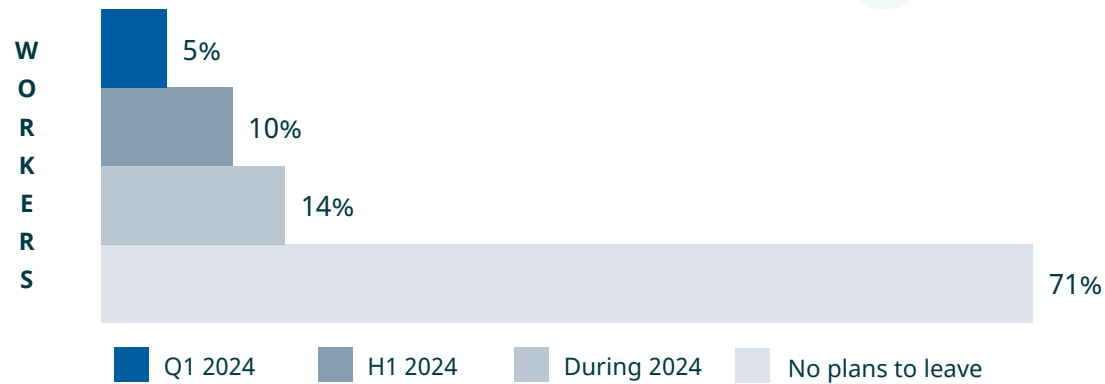


¹ Source: WTW, 2023, [Companies in Japan anticipate salary increases to remain high at above 3% in 2024 to win talent war, WTW survey finds](#)

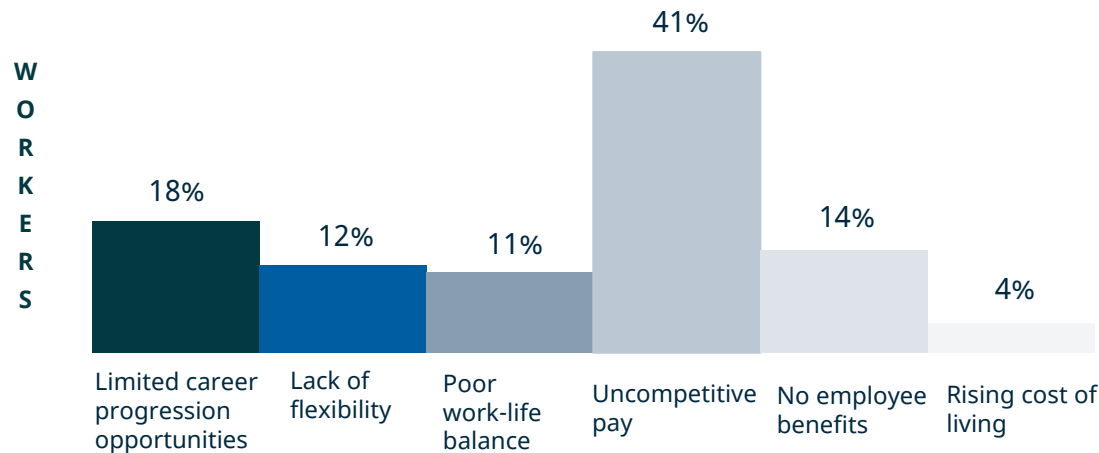


Over 70% of candidates currently have no intentions of departing from their current positions. However, 5% are contemplating leaving within the first quarter of 2024, with an additional 10% eyeing a departure within the first six months of the same year. Uncompetitive pay is the top catalyst prompting individuals to seek job changes, closely followed by limited career progression opportunities and poor work-life balance.

When are you likely to look for a new job?



Why are you considering leaving your current role?



Job market outlook

- Japanese companies aim to fill 37.6% of job openings with mid-career hires, marking the largest shift away from the traditional lifetime employment model.²
- Companies are expanding mid-career hires to land enough professionals for digitization efforts.
- Salary budgets for Japanese employees are expected to remain high in 2024 as employers respond to market expectations and pressure to improve employee pay levels.¹

What can companies do to retain talent?

- Be informed about changing salary levels for the industry and roles to offer competitive compensation packages and benefits.
- Provide opportunities for career growth and development, such as training programs or mentorship.
- Conduct regular employee satisfaction surveys to identify changes, address concerns, and enhance overall employee experience.

¹ Source: [WTW, 2023, Companies in Japan anticipate salary increases to remain high at above 3% in 2024 to win talent war, WTW survey finds](#)

² Source: [NIKKEI Asia, 2023, Japan's midcareer hires jump to 37% of all new jobs: survey](#)



The power dynamics between workers and employers are changing. Employees seek competitive pay, more meaningful work and career progression opportunities. They want fair compensation beyond wage hikes, as solely relying on higher pay for talent retention isn't viable long-term. They're aiming for increased transparency, fairness and flexibility at work.

Where are companies falling short when it comes to perks and benefits?

41% cite lack of competitive pay as the top driver to leave their current role.

18% cite a lack of career progression opportunities.

14% are considering to leave their current role due to lack of employee benefits.

11% want to leave their current role due to a lack of flexibility and poor work-life balance.

What are the trends when it comes to perks and benefits?

- Employees are looking for greater transparency, equity and flexibility at work.
- Hybrid work arrangements provide improved work-life balance, which is highly valued in the market.
- In-house positions that provide valuable company contributions and a pathway to managerial roles are highly desired.
- Staff find great appeal in collaborating with international teams, as it unifies offline and online efforts to foster seamless synergies and elevate engagement / retention levels.



The job market demands specialization, foreseeing steady growth with a preference for contract roles over permanent positions, and reflecting a shift from traditional employment to self-employment or consulting in 2024. Candidates with strong technical consulting backgrounds, coupled with strong interpersonal skills are in top demand. It is imperative for candidates to adapt by developing comprehensive skill sets rather than relying solely on technical expertise.

Salaries at a glance

+5.5% average salary increase | **+10.7%** IT consulting | **+7.3%** cybersecurity
+6.3% data & analytics | **+4.7%** software development | **No change** technology firms

Most in-demand roles

Project Manager / Senior Project Manager

Data Scientist

Cloud Engineer / Architect

Cybersecurity Senior Engineer

DevOps / SRE Engineer

Most in-demand technical skills and experience

Web software engineering

Agile project management

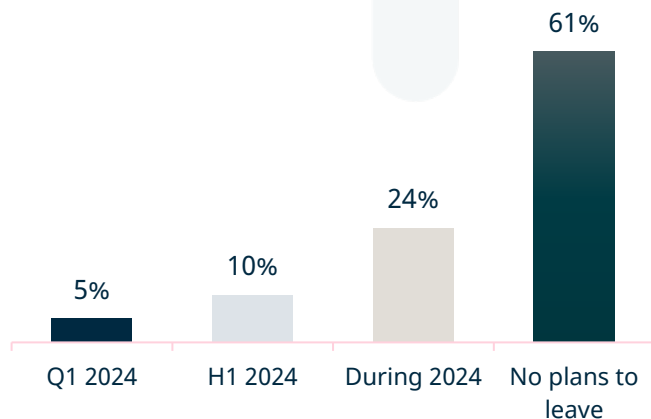
AWS, GCP, Azure, etc.

OSCP, CISSP

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Technology**



Are you likely to look for a new job in 2024?



Which of the following are most important for you when considering a new role?

- 1 Company growth
- 2 Corporate values (DEI ESG)
- 3 Benefits
- 4 Company culture
- 5 Career progression opportunities

Cloud migration driving opportunities and talent demand

- The move from legacy systems to cloud services in finance and insurance is fueling a surge in opportunities for consulting firms and startups, spurring demand for various roles like project managers, analysts, engineers, and business developers.
- Successful companies are leveraging both internal recruitment teams and external agencies to identify top talent. Companies demonstrating proactive investment in hiring initiatives will enjoy a competitive edge in this evolving landscape.

Companies embracing hybrid work, albeit with an increase in office days

- Companies are encouraging people to come back to the office, with a minimum of three days in office. The hybrid working style will continue into the foreseeable future.

AI impacts and investor focus

- Generative AI, including tools like ChatGPT, CoPilot, and mockup website generators, is significantly improving efficiencies in technology roles.
- The weakened JPY is prompting increased investor interest in local businesses, particularly smaller spin-offs and startups.



Most in-demand soft skills

Logical problem-solving skills
Communication skills
Innovative thinking skills
Relationship-building skills
Stakeholder management skills
Sense of ownership

Sectors that recruit the most

Consulting
Technology
Manufacturing
Consumer Goods
Life Sciences
Insurance

Most in-demand technical skills

Technical product management
Web Software Engineering (Typescript, Java, Python, Rust, etc.)
AWS, GCP, Azure, Linux, etc.
QA, Automation, SDET, Selenium, Appium
Machine Learning, Data Science, SQL
Docker, Kubernetes, Istio, Jenkins, etc.

Areas in which staff are hard to find

Network engineers / Mid-level cloud engineers
Cybersecurity
Data engineers / Scientists
Technical product managers
XaaS Tech Sales
Bilingual fluency

Most in-demand certifications and degrees

Cloud certification (AWS / GCP)
CCNA
CSM / CSPO
CKA / CKAD / CKS
Computer science

Top 5 benefits

Remote work flexibility
Agreed bonus plan
Financial allowance for remote working
Flexible benefits program
Career growth opportunities



The sector is heavily influenced by technological advancements, evolving consumer preferences, and global market shifts. The prevailing trend in 2024 revolves around internalizing functions, shifting away from external vendors in fields such as engineering and project management. This transition has led to a shortage of available candidates, prompting traditional IT enterprises to introduce flexible salary structures and prioritize contract-based roles to attract and retain skilled professionals.

Salaries at a glance

+5.5% average salary increase | **+10.7%** IT consulting | **+7.3%** cybersecurity
+5.7% project management | **No change** technology firms

Most in-demand roles

Project Manager / Senior Project Manager

Business Analyst

Business Relationship Manager (BRM)

IT Director / CIO / CTO

Program Manager / Director

IT Strategy / Planning / Consulting

Most in-demand technical skills and experience

System integration / Implementation

High level stakeholder management

Transformation-focused mindset

Business analysis

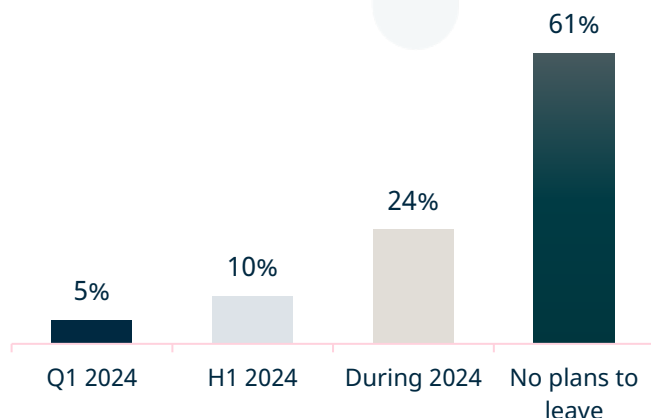
Strategic planning

Bilingual (business level Japanese mandatory)

**Click here to discover all salaries in
Business Transformation & IT Leadership**



Are you likely to look for a new job in 2024?



Which of the following are most important for you when considering a new role?

- 1 Company growth
- 2 Corporate values (DEI ESG)
- 3 Benefits
- 4 Company culture
- 5 Career progression opportunities

Growing demand for contract specialists in insourced operations

- Companies are increasingly insourcing engineering and project management tasks to cut costs, leading to a shortage of in-house resources. Consequently, there is a growing demand for specialized contract professionals.
- The financial and banking sectors face constraints in their hiring capacities, yet indications suggest a potential resurgence in recruitment towards the second half of 2024.
- Companies continue to support hybrid work, albeit with an increase in office days to maintain productivity while offering flexibility to employees.

Japan's business landscape evolution: DX and ESG

- Businesses are increasingly undergoing digital transformation (DX) to streamline operations, enhance customer experiences, and stay competitive in the global market. Emphasis is placed on AI, IoT, cloud computing, and big data analytics.
- ESG is a hot trend with a growing focus on sustainability and environmental responsibility. Many companies are integrating eco-friendly practices into their business strategies to meet consumer demands and comply with new regulations.



Most in-demand soft skills

Leadership
Communication skills
Innovative thinking skills
Relationship-building skills
Stakeholder management skills
Logical problem-solving skills

Most in-demand technical skills

Workday SAP, Oracle EBS
Salesforce and MS Dynamics CRM
ERP
Cloud technologies (Azure / AWS / GCP)
Supply chain / WMS
Front end systems

Most in-demand certifications and degrees

Cloud (AWS / Azure / GCP)
PMP / Agile / Scrum
BABOK
TOGAF / Zachman
ITIL

Sectors that recruit the most

Consulting firms and technology vendors
Consumer goods
Pharmaceutical / Healthcare / Medical Devices
Financial Services
Managed Service Providers

Areas in which staff are hard to find

Business consulting / analysts
Project management
Mid-level cloud engineers
Architects
IT governance risk & compliance
Digital transformation (DX)

Top 5 benefits

Remote work flexibility
Stock options
Bonus (company / individual / team)
Flexible benefits program
Autonomy



The ongoing talent shortage continues to persist, and with recent inflation spikes and global economics shifts, companies have increasingly become more mindful in their cost saving efforts. Consequently, candidates are not seeing as frequent significant salary increments, prompting them to stay at their current company. Both domestic and international companies are increasingly returning to the office, with a preference for face-to-face interviews during the hiring process.

Salaries at a glance

+2.5% average salary increase | **+3.4%** accounting | **+2.1%** accounts payable/receivable
+1.4% finance | **+2.2%** FP&A | **+2.3** internal audit | **+3.2** tax | **+8%** treasury

Most in-demand roles

Senior Accountant – S/M

Finance Manager – S/M

Treasurer / Treasury Accountant – L

Tax Manager - L

Financial Planning & Analysis Manager – S/M

Most in-demand technical skills and experience

SAP implementation, project management, and business intelligence (BI)

FP&A expertise (strategic analysis, business partnering experience, and revenue growth strategy)

Pricing expertise

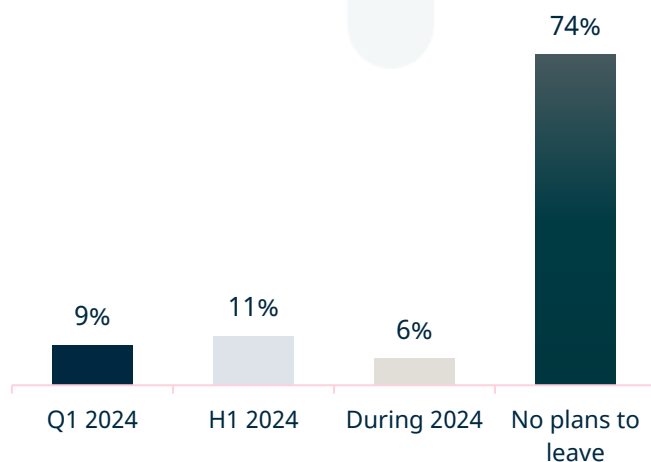
Tax-related skills such as audit, risk and compliance

Data analysis expertise

**Click here to discover all salaries in
Finance and Accounting**



Are you likely to look for a new job in 2024?



Which of the following are most important for you when considering a new role?

- 1 Corporate values (DEI, ESG)
- 2 Career progression opportunities
- 3 Benefits
- 4 Company culture
- 5 Good flexibility (teleworking, hybrid work, flexible schedules)

Business success: balancing shifting trends and talent challenges

- Inflation and global economic conditions have heightened candidates' risk aversion when it comes to changing jobs.
- Hybrid work arrangements are highly valued in the sector, providing candidates with improved work-life balance.

Key themes in finance hiring

- The government's efforts to bring in foreign finance professionals face large gaps in remuneration and language requirements.
- Native Japanese with bilingual skills are increasingly in high demand.
- Sustainable development (SDGs) and environmental, social, and governance (ESG) issues are prominent, but there's an imbalance in talent supply and demand.
- In-house positions that provide valuable company contributions and a pathway to managerial roles are in high demand.

**Most in-demand soft skills**

Communication skills

Change management

Business partnering skills

Stakeholder management / influencing skills

Leadership skills**Most in-demand technical skills**

JGAAP, US GAAP, IFRS

Microsoft Excel (Financial modelling)

Business intelligence tools (TM1, Power BI, and Tableau) / ERP

Financial analysis

SQL

Month-end management**Most in-demand certifications and degrees**

CPA

Overseas professional accounting qualifications (ACCA / CIMA)

Relevant bachelor's degree in finance / economics / commerce

MBA

Nissho Boki (Level 2 & above)

Certified tax accountant**Sectors that recruit the most**

Healthcare

Financial Services

Retail

Manufacturing**Areas in which staff are hard to find**

Treasury

Tax

Accountant

FP&A

Internal Audit**Top 5 benefits**

Hybrid / remote work

Flexible working hours

Overseas training / mobility opportunities

Low overtime hours



Due to serious talent shortages, companies are becoming more flexible with candidate backgrounds. For instance, F&A professionals coming from commercial companies are transitioning into financial services, while firms with extended compliance role vacancies are considering candidates from diverse industries.

Salaries at a glance

+1% average salary increase | **+1.4%** operations & transformation | **+1.4%** risk and compliance

Most in-demand roles

Compliance SVP / Director

Compliance Associate / Manager / AVP

Internal Audit Associate / Manager / AVP

Treasury Manager

Financial Control SVP / Director

Most in-demand technical skills and experience

Regulatory compliance

SPC experience

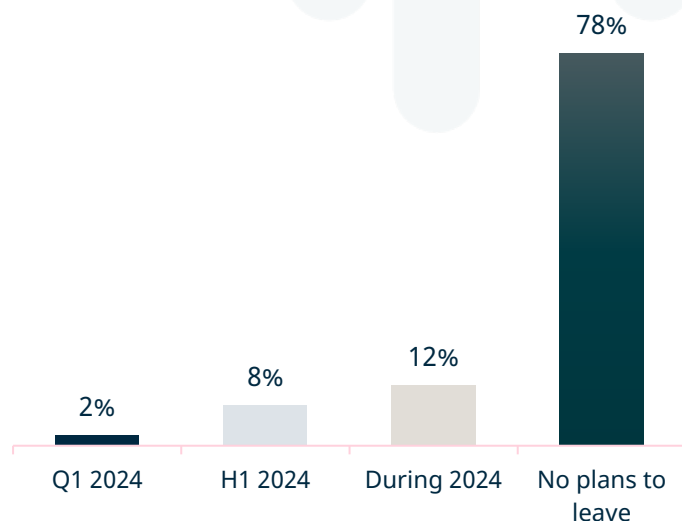
Tax-related knowledge

AML / KYC

**Click here to discover all salaries in
Financial Services**



Are you likely to look for a new job in 2024?



Which of the following are most important for you when considering a new role?

- 1 Good flexibility (remote work, hybrid work, flexible schedules)
- 2 Company growth prospects
- 3 Company culture
- 4 Benefits
- 5 Manager(s)

Shifting dynamics in financial services sector

- The scarcity of candidates is disrupting the conventional model, leading to a transition of Financial & Accounting professionals from commercial companies into the Financial Services sector along with increased flexibility in candidate backgrounds.
- Compliance positions, notably in regulatory aspects, have witnessed a prolonged period of unfilled roles, prompting numerous companies to revise their prerequisites.
- The sector is experiencing a substantial rise in asset management for primary compliance positions, especially in regulatory fields.
- The hiring landscape within non-traditional financial services companies (Fintech firms) remains steady.

Redefining career pathways

- Auditors at Big 4 firms aim to transition in-house, eyeing positions such as CFO or Head of Finance. Advancing to these roles usually involves starting as an in-house manager and climbing the corporate ladder.
- The finance industry faces challenges with high demand, fewer new graduate talents than in years prior.
- Sustained expansion of businesses in Japan is particularly noticeable among retail brokerage startups, leveraging the weakened JPY for market investments.

**Most in-demand soft skills**

Stakeholder management
Communication skills
Leadership skills
Project management
Negotiation skills
Time management
Regulatory communication

Sectors that recruit the most

Insurance
Banking
Asset / investment management
FinTech
Retail brokerage

Most in-demand technical skills

AML / KYC
GRC system implementation
Regulatory compliance
Financial accounting knowledge (SPC)
Tax-related knowledge

Areas in which staff are hard to find

Junior to Mid-level Legal
Retail Brokerage Compliance
Treasury
Internal Audit

Most in-demand certifications and degrees

Bachelor of Law
Bachelor of Economics/Accounting/Commerce
CA, CPA
JSDA Certifications
ACAMS

Top 5 benefits

Hybrid working
On the job training
Stock options
Amount of paid leave
Opportunities to work closely with overseas stakeholders



Japanese companies are in the midst of transformation, disrupting the traditional bilingual talent market, looking to rapidly accelerate their in-house HR practices and processes. While salaries in most areas have changed marginally, there are increases in certain areas where demand far outweighs the supply. While the compensation package is important, HR candidates are more interested in company culture and building a long-term career than professionals in other sectors.

Salaries at a glance

+3.8% average salary increase | **No change** leadership | **-10%** recruitment
+4.6% talent management | **+3%** compensation and benefits | **+10.1%** HR information systems

Most in-demand roles

- Senior HR Business Partner
- Talent Management / Organization Development
- HR Director
- Compensation & Benefits Manager
- Talent Acquisition Manager

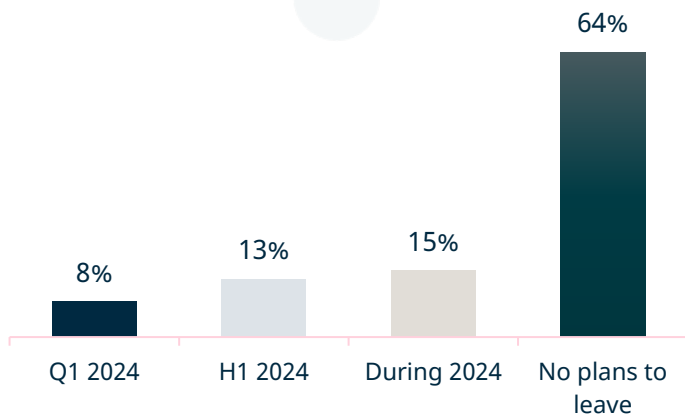
Most in-demand skills and experience

- Stakeholder management
- Change management
- Resilience
- Project management
- Empathy

[Click here to discover all salaries in Human Resources](#)



Are you likely to look for a new job in 2024?



Which of the following are most important for you when considering a new role?

- 1 Company culture
- 2 Company growth prospects
- 3 Benefits
- 4 Salary
- 5 Geographical location

Increased focus on talent management drives demand

- Organizations are focusing on retaining top talent, succession and increasing headcount – and they are conscious of making the right offers.
- Compensation and benefits talent with business partnering capabilities are needed to advise business leaders on the best strategies to retain talent in years to come – especially given the rising cost of living in the region.

Corporate culture is a driving factor for securing the best talent

- Skilled HR talent is present in the region, but business leaders are having to work hard to sell them on their offer.
- HR experts want to work for organizations that value people, and because of their experience they know how to identify good and bad corporate culture.
- Flexible and hybrid working should still be on the table for HR talent, but many are prepared to return to the office to build corporate culture.
- Businesses need to manage their recruitment processes to convince candidates. Meeting candidates face-to-face makes a difference, as making that additional effort shows that they value people.



Most in-demand technical skills

Stakeholder management
Change management
Resilience
Project management
Empathy

Most in-demand certifications and degrees

Bachelor of Law
Masters of HR Management
MBA
Labor and Social Security Attorney (Sharoushi)

Sectors that recruit the most

Healthcare
IT
Luxury / Retail
Manufacturing
Automotive

Areas in which staff are hard to find

Senior HR Business Partner
Talent Management / Organization Development
HRIS
Compensation & Benefits
DE&I

Top 5 benefits

Hybrid working
Clear bonus structure (personal / company performance)
Learning and development opportunities
Long term incentives
Employment flexibility, e.g., consulting, advisory, etc.



Salary levels have seen a slight rise, reflecting the heightened significance of supply chain functions within companies compared to previous years. Moreover, the compensation range for planning roles tends to be higher, owing to the scarcity of qualified candidates in this field.

Salaries at a glance

+7% average salary increase | +10% demand and supply planning | +5% logistics planning
+5% indirect procurement | +10% S&OP and SCM | +8% EHS / HSE

Most in-demand roles

Demand / Supply Planner

Indirect Procurement Associate / Manager

Supply Chain Manager

Logistics Planner / Manager

Most in-demand skills and experience

Supply chain planning

Proven track record of improvement in operational processes

Project management

Track record in cost reduction

SAP

Click here to discover all salaries in Supply Chain

High demand for bilingual professionals with diverse expertise

- The market demands bilingual professionals, especially in planning roles like demand and supply planners, where competition is intense.
- In logistics, companies prioritize candidates with a track record in operational process enhancements such as warehouse automation, relocation, and WMS optimization over direct warehouse management experience.
- In purchasing, expertise in specific categories is favored, while indirect purchasing requires skills in sales, marketing, IT, and CPEX.

Candidates seek organizational vision and autonomy

- Candidates prioritize a company's commitment to valuing and evolving its supply chain organization. They want to understand the company's future plans for organizational changes through the supply chain.
- Many candidates also aim to contribute to global supply chain improvements, seeking upskilling and career growth opportunities that enhance global competitiveness.
- While remote and hybrid work options continue to gain popularity, candidates prefer having the autonomy to decide the number of in-office workdays.



**Most in-demand soft skills**

Stakeholder management

Change management

Leadership skills

Project management

Negotiation skills

Collaborative behavior

Sectors that recruit the most

Consumer Goods

Pharmaceuticals

Machinery / Electrical / Electronics / Automotive
Parts

Medical Devices

E-commerce / Retail

Most in-demand technical skills

Supply chain planning

Proven track record of improvement in
operational processes

PMO experience

Track record of cost reduction

SAP

3PL management

Areas in which staff are hard to find

Supply Chain Manager / Director

Demand & Supply Planner

Indirect Purchasing Staff / Manager

Health, Safety and Environmental Control
Manager

Packaging Development (Packaging)

Most in-demand certifications and degrees

MBA

Six Sigma (black belt and above)

Project Management Professional (PMP)

APICS

Top 5 benefits

RSUs (Restricted Stock Units)

Group life insurance

In-house childcare facilities

Language learning cost support

HOW TO USE OUR SALARY TABLES



Salary percentiles

- Starting salaries are not one-size-fits-all, which is why we separate them into three percentiles based on multiple factors.
- The percentiles account for differences in experience, skills, professional certifications, demand, and the size/complexity of the company hiring.
- The salaries do not include bonuses or benefits.

25th

The applicant has limited or no experience in the position and is still developing their skills.

50th

The applicant has an average level of experience and has most of the necessary skills.

75th

The applicant has above-average experience, has (nearly) all necessary skills, and may also have specialized qualifications.



	JOB TITLE	25th	50th	75th
Software Engineering	Back End Engineer	¥5,300,000	¥8,300,000	¥12,500,000
	Blockchain Engineer	¥5,200,000	¥8,200,000	¥12,200,000
	Cloud Engineer / Architect	¥6,300,000	¥8,300,000	¥12,500,000
	CTO (New Technology) / VP of Engineering	¥10,000,000	¥13,500,000	¥16,700,000
	DevOps / SRE Engineer	¥7,500,000	¥9,500,000	¥12,500,000
	Engineering Manager	¥9,500,000	¥12,500,000	¥14,500,000
	Front End Engineer	¥6,500,000	¥8,500,000	¥10,500,000
	Full Stack Engineer	¥6,500,000	¥8,500,000	¥10,500,000
	Machine Learning / NLP / AI Engineer	¥6,500,000	¥10,500,000	¥13,500,000
	Product Manager / Software Architect	¥7,500,000	¥9,500,000	¥13,500,000
	QA Engineer / Tester	¥5,000,000	¥7,000,000	¥9,000,000
	Solution Engineer	¥8,000,000	¥11,000,000	¥14,000,000
Consulting & Technology Services	IT / UX Designer	¥5,500,000	¥7,500,000	¥9,500,000
	Technology / DX Consultant	¥5,500,000	¥6,500,000	¥7,500,000
	Technology / DX Senior Consultant	¥7,500,000	¥8,500,000	¥9,500,000
	Technology / DX Manager	¥11,000,000	¥12,000,000	¥13,000,000
	Technology / DX Senior Manager	¥15,000,000	¥18,000,000	¥20,000,000
	Technology / DX Senior Director	¥17,000,000	¥22,000,000	¥27,000,000
	Technology / DX Partner	¥30,000,000	¥40,000,000	¥50,000,000



	JOB TITLE	25th	50th	75th
Consulting & Technology Services	SAP / ERP / CRM Consultant	¥5,000,000	¥7,000,000	¥9,000,000
	SAP / ERP / CRM Senior Consultant	¥8,000,000	¥9,000,000	¥11,000,000
	SAP / ERP / CRM Manager	¥11,000,000	¥13,000,000	¥15,000,000
	SAP / ERP / CRM Senior Manager	¥16,000,000	¥17,000,000	¥20,000,000
	SAP / ERP / CRM Senior Director	¥20,000,000	¥23,000,000	¥27,000,000
	SAP / ERP / CRM Partner	¥27,000,000	¥40,000,000	¥50,000,000
	Analyst (Strategy Consulting)	¥5,000,000	¥6,500,000	¥8,000,000
	Consultant (Strategy Consulting)	¥8,000,000	¥12,000,000	15,000,000
	Project Leader / Engagement Manager (Strategy Consulting)	¥15,000,000	¥17,000,000	¥22,000,000
	Principal (Strategy Consulting)	¥22,000,000	¥26,000,000	¥30,000,000
	Partner (Strategy Consulting)	¥40,000,000	¥60,000,000	¥80,000,000
Cybersecurity	Cybersecurity Consultant	¥5,500,000	¥6,500,000	¥7,500,000
	Cybersecurity Senior Consultant	¥7,500,000	¥8,500,000	¥9,500,000
	Cybersecurity Manager Consultant	¥9,500,000	¥10,500,000	¥12,500,000
	Cybersecurity Senior Manager Consultant	¥14,500,000	¥15,500,000	¥18,500,000
	Cybersecurity Engineer Director Consultant	¥21,000,000	¥26,000,000	¥31,000,000
	Cybersecurity Engineer Partner Consultant	¥31,000,000	¥36,500,000	¥47,000,000
	Cybersecurity Engineer	¥6,500,000	¥8,000,000	¥12,500,000
	Cybersecurity Senior Engineer	¥10,000,000	¥13,000,000	¥17,000,000
	Cybersecurity Tech Lead / Manager	¥15,000,000	¥18,000,000	¥21,000,000
	Cybersecurity Director / Head	¥17,000,000	¥21,000,000	¥25,000,000
	Chief Information Security Officer (CISO)	¥25,000,000	¥30,000,000	¥40,000,000



	JOB TITLE	25th	50th	75th
Data & Analytics	Data Engineer / Architect	¥7,000,000	¥9,000,000	¥12,000,000
	Data Analyst / Consultant	¥7,500,000	¥10,500,000	¥13,500,000
	Data Scientist	¥7,500,000	¥10,500,000	¥13,500,000
	Data Science Manager	¥10,500,000	¥13,500,000	¥15,500,000
	Chief Data Officer / Head of Analytics	¥14,000,000	¥22,500,000	¥30,000,000
Technology Firms	Country Manager	¥30,000,000	¥40,000,000	¥50,000,000
	Customer Success Manager	¥8,500,000	¥10,500,000	¥16,000,000
	Head of Customer Success / Customer Success Director	¥20,000,000	¥24,000,000	¥28,000,000
	Head of Sales	¥26,000,000	¥32,000,000	¥40,000,000
	Head of Professional Services	¥15,500,000	¥21,000,000	¥26,000,000
	Professional Services Consultant	¥9,500,000	¥11,500,000	¥13,500,000
	Inside Sales Representative	¥6,500,000	¥7,500,000	¥8,500,000
	Partner Sales Representative	¥8,500,000	¥12,500,000	¥15,500,000
	Head of Solutions Engineering	¥20,000,000	¥24,000,000	¥28,000,000
	Sales Manager	¥20,000,000	¥26,000,000	¥30,000,000
	Sales Representative (Software / HW / Cloud)	¥12,000,000	¥13,500,000	¥22,000,000
	Technical Account Manager	¥9,500,000	¥11,500,000	¥13,500,000
	Technical Support Engineer	¥6,500,000	¥7,500,000	¥9,500,000

	JOB TITLE	25th	50th	75th
Business Transformation & IT Leadership	Application Manager	¥8,500,000	¥10,500,000	¥12,500,000
	Business Analyst	¥6,500,000	¥8,500,000	¥10,500,000
	Business Relationship Manager (BRM)	¥10,500,000	¥13,500,000	¥16,500,000
	Architect (Application, Infrastructure, Solution, Enterprise)	¥10,500,000	¥14,000,000	¥18,000,000
	Internal IT Manager	¥10,500,000	¥12,500,000	¥14,500,000
	IT Audit / IT Risk Specialist	¥6,000,000	¥8,000,000	¥10,500,000
	IT Director / CIO / CTO	¥16,000,000	¥22,000,000	¥26,000,000
	IT Governance Specialist	¥7,500,000	¥9,500,000	¥11,500,000
	IT Strategy / Planning / Consulting	¥8,500,000	¥10,500,000	¥12,500,000
	Network & Server Support / Engineer	¥6,500,000	¥8,500,000	¥10,500,000
	PMO	¥6,500,000	¥7,500,000	¥8,500,000
	Program Manager / Director	¥12,500,000	¥14,500,000	¥16,500,000
	Project Manager / Senior Project Manager	¥10,500,000	¥12,500,000	¥14,500,000
	Service Delivery Manager	¥10,500,000	¥12,500,000	¥14,500,000
Infrastructure	Technical Lead	¥9,500,000	¥11,500,000	¥13,500,000
	Cloud Engineer	¥8,500,000	¥10,500,000	¥13,500,000
	Database Engineer	¥8,500,000	¥10,500,000	¥13,500,000
	Head of Development / Infrastructure	¥12,500,000	¥15,500,000	¥18,500,000
	Infrastructure Engineer	¥6,500,000	¥10,500,000	¥13,500,000
	Infrastructure / Operations Manager	¥8,500,000	¥12,500,000	¥16,500,000
	Virtualization Engineer	¥6,500,000	¥8,500,000	¥12,500,000



	JOB TITLE	25th	50th	75th
Accounting	Accountant - S/M	¥4,500,000	¥5,500,000	¥6,000,000
	Accountant - L	¥6,000,000	¥6,500,000	¥7,500,000
	Senior Accountant - S/M	¥6,500,000	¥7,500,000	¥8,000,000
	Senior Accountant - L	¥7,000,000	¥8,500,000	¥10,000,000
	Accounting Manager - S/M	¥7,500,000	¥8,500,000	¥9,000,000
	Accounting Manager - L	¥8,500,000	¥10,500,000	¥12,500,000
	Accounting Controller / Director - L	¥12,500,000	¥16,000,000	¥20,000,000
Accounts Payable / Receivable	AP / AR Accountant - S/M	¥4,500,000	¥5,500,000	¥6,000,000
	AP / AR Accountant - L	¥6,000,000	¥6,500,000	¥7,000,000
	AP / AR Manager - S/M	¥7,500,000	¥8,500,000	¥8,000,000
	AP / AR Manager - L	¥8,500,000	¥10,500,000	¥10,000,000
Finance	Finance Manager - S/M	¥9,500,000	¥10,500,000	¥11,500,000
	Finance Manager - L	¥10,500,000	¥12,000,000	¥14,000,000
	Financial Controller - S/M	¥10,500,000	¥11,500,000	¥13,500,000
	Financial Controller - L	¥12,500,000	¥14,500,000	¥18,000,000
	Finance Director - S/M	¥15,000,000	¥16,000,000	¥19,000,000
	Finance Director - L	¥19,000,000	¥21,000,000	¥26,500,000



	JOB TITLE	25th	50th	75th
FP&A	Financial Planning Analyst - S/M	¥7,000,000	¥7,500,000	¥8,500,000
	Financial Planning Analyst - L	¥9,000,000	¥9,500,000	¥11,000,000
	Financial Planning & Analysis Manager - S/M	¥9,500,000	¥10,500,000	¥12,000,000
	Financial Planning & Analysis Manager - L	¥11,500,000	¥14,000,000	¥16,000,000
	Business Controller / Finance Business Partner - S/M	¥12,500,000	¥15,000,000	¥17,000,000
	Business Controller / Finance Business Partner - L	¥12,500,000	¥16,000,000	¥19,000,000
	Financial Planning & Analysis Director - L	¥15,000,000	¥19,000,000	¥23,000,000
Internal Audit	Internal Auditor - L	¥7,500,000	¥8,000,000	¥10,000,000
	Senior Internal Auditor - L	¥8,000,000	¥9,000,000	¥11,000,000
	Internal Audit Manager - L	¥9,000,000	¥10,500,000	¥12,500,000
	Internal Audit Director - L	¥13,500,000	¥15,000,000	¥18,000,000
Tax	Tax Manager - L	¥10,500,000	¥15,000,000	¥18,500,000
	Tax Accountant - S/M	¥5,000,000	¥6,000,000	¥7,000,000
	Tax Accountant - L	¥7,000,000	¥8,000,000	¥9,000,000
	Tax Manager / Director - S/M	¥10,000,000	¥12,000,000	¥15,000,000
	Tax Manager / Director - L	¥13,000,000	¥15,000,000	¥20,000,000
Treasury	Treasurer / Treasury Accountant - L	¥6,500,000	¥7,500,000	¥8,000,000
	Treasury Manager - L	¥8,500,000	¥10,500,000	¥12,500,000



	JOB TITLE	25th	50th	75th
Risk & Compliance	Compliance Analyst	¥7,000,000	¥7,500,000	¥8,000,000
	Compliance Associate / Manager / AVP	¥8,500,000	¥9,500,000	¥11,500,000
	Compliance VP	¥12,500,000	¥15,000,000	¥17,000,000
	Compliance SVP / Director	¥19,000,000	¥21,000,000	¥25,000,000
	Compliance Managing Director	¥26,500,000	¥28,500,000	¥31,500,000
	Credit Risk Analyst	¥5,500,000	¥6,500,000	¥7,500,000
	Credit Risk Associate / Manager / AVP	¥8,000,000	¥10,500,000	¥13,000,000
	Credit Risk VP	¥14,000,000	¥16,000,000	¥18,500,000
	Credit Risk SVP / Director	¥20,000,000	¥22,000,000	¥24,000,000
	Credit Risk Managing Director	¥25,000,000	¥28,500,000	¥32,000,000
	Market Risk Analyst	¥5,500,000	¥6,500,000	¥8,000,000
	Market Risk Associate / Manager / AVP	¥8,500,000	¥11,000,000	¥13,500,000
	Market Risk VP	¥14,000,000	¥16,000,000	¥18,500,000
	Market Risk SVP / Director	¥20,000,000	¥22,000,000	¥24,000,000
	Market Risk Managing Director	¥25,000,000	¥28,500,000	¥32,000,000
	Operational Risk Analyst	¥5,500,000	¥6,500,000	¥8,000,000
	Operational Risk Associate / Manager / AVP	¥8,000,000	¥10,500,000	¥13,000,000
	Operational Risk VP	¥14,000,000	¥15,500,000	¥17,500,000
	Operational Risk SVP / Director	¥18,500,000	¥19,500,000	¥20,500,000
	Operational Risk Managing Director	¥22,000,000	¥27,000,000	¥32,000,000



Finance

JOB TITLE	25th	50th	75th
Project Finance Analyst	¥6,000,000	¥7,000,000	¥8,500,000
Project Finance Associate / Manager / AVP	¥8,500,000	¥11,500,000	¥14,000,000
Project Finance VP	¥14,500,000	¥17,000,000	¥19,500,000
Project Finance SVP / Director	¥20,500,000	¥22,000,000	¥23,500,000
Project Finance Managing Director	¥23,500,000	¥26,000,000	¥28,500,000
Financial Advisory & Consulting Associate	¥5,500,000	¥6,500,000	¥8,000,000
Financial Advisory & Consulting Senior Associate	¥8,000,000	¥9,500,000	¥11,000,000
Financial Advisory & Consulting Manager	¥10,500,000	¥12,000,000	¥13,000,000
Financial Advisory & Consulting Senior Manager / VP	¥12,500,000	¥13,500,000	¥14,500,000
Financial Advisory & Consulting Director	¥15,000,000	¥16,500,000	¥18,000,000
Financial Advisory & Consulting Partner	¥19,000,000	¥23,500,000	¥28,500,000
Financial Control Analyst	¥6,500,000	¥7,500,000	¥8,000,000
Financial Control Associate / Manager / AVP	¥8,500,000	¥11,000,000	¥13,500,000
Financial Control VP	¥14,000,000	¥16,000,000	¥18,500,000
Financial Control SVP / Director	¥19,000,000	¥21,500,000	¥24,500,000
Financial Control Managing Director	¥26,500,000	¥28,500,000	¥31,000,000



	JOB TITLE	25th	50th	75th
Finance	Internal Audit Analyst (Financial Services)	¥6,000,000	¥7,000,000	¥8,000,000
	Internal Audit Associate / Manager / AVP (Financial Services)	¥9,000,000	¥9,500,000	¥11,500,000
	Internal Audit VP (Financial Services)	¥15,000,000	¥17,000,000	¥19,000,000
	Internal Audit SVP / Director (Financial Services)	¥19,000,000	¥21,000,000	¥23,000,000
	Internal Audit Managing Director (Financial Services)	¥25,000,000	¥27,500,000	¥31,500,000
	Management Reporting Analyst (Financial Services)	¥6,500,000	¥7,500,000	¥8,000,000
	Management Reporting Associate / Manager / AVP	¥7,500,000	¥10,500,000	¥14,000,000
	Management Reporting VP	¥15,000,000	¥16,500,000	¥18,000,000
	Management Reporting SVP / Director	¥19,000,000	¥21,500,000	¥24,500,000
	Tax Analyst (Financial Services)	¥6,500,000	¥8,000,000	¥9,000,000
	Tax Associate / Manager / AVP	¥9,500,000	¥12,000,000	¥14,500,000
	Tax VP	¥15,000,000	¥17,000,000	¥18,500,000
	Tax SVP / Director	¥19,000,000	¥20,000,000	¥21,500,000
	Tax Managing Director (Financial Services)	¥23,000,000	¥26,500,000	¥30,000,000
	Fund Accountant Associate (Financial Services)	¥6,000,000	¥7,000,000	¥8,000,000
	Fund Accountant Manager / AVP (Financial Services)	¥8,000,000	¥11,500,000	¥15,000,000
	Fund Accountant SVP / Director (Financial Services)	¥10,000,000	¥15,000,000	¥20,000,000
	Financial Crime Compliance Manager / AVP (Financial Services)	¥10,000,000	¥14,000,000	¥18,000,000
	Financial Crime Compliance SVP / Director (Financial Services)	¥18,000,000	¥24,000,000	¥30,000,000



Operations & Transformation	JOB TITLE	25th	50th	75th
	Management Consulting Associate	¥5,500,000	¥6,500,000	¥8,000,000
	Management Consulting Senior Associate	¥8,000,000	¥9,000,000	¥10,500,000
	Management Consulting Manager	¥10,000,000	¥11,500,000	¥13,000,000
	Management Consulting Senior Manager / VP	¥12,500,000	¥14,000,000	¥15,000,000
	Management Consulting Director	¥15,000,000	¥17,000,000	¥18,500,000
	Management Consulting Partner	¥19,000,000	¥23,500,000	¥28,500,000
	Operations & Transformations Analyst	¥5,500,000	¥6,000,000	¥7,000,000
	Operations & Transformations Associate / Manager / AVP	¥7,500,000	¥10,500,000	¥14,000,000
	Operations & Transformations VP	¥15,000,000	¥16,500,000	¥18,000,000
	Operations & Transformations SVP / Director	¥19,000,000	¥20,500,000	¥22,000,000
	Operations & Transformations Managing Director	¥21,000,000	¥25,000,000	¥29,000,000



	JOB TITLE	25th	50th	75th
Human Resources	HR Director	¥14,000,000	¥18,000,000	¥24,000,000
	HR Manager	¥10,500,000	¥12,500,000	¥14,500,000
	Senior HR Business Partner	¥14,000,000	¥16,000,000	¥20,000,000
	HR Business Partner	¥8,000,000	¥11,500,000	¥13,500,000
	HR Generalist	¥6,000,000	¥8,500,000	¥10,500,000
	Talent Acquisition Manager	¥10,500,000	¥12,500,000	¥15,500,000
	Recruiter	¥6,000,000	¥9,500,000	¥10,500,000
	C&B Manager	¥9,000,000	¥11,500,000	¥13,000,000
	Learning & Development Manager	¥8,000,000	¥10,000,000	¥12,000,000
	Global HRIS (HR Information Systems)	¥8,500,000	¥12,500,000	¥14,500,000
	Talent Management / Organization Development	¥8,500,000	¥12,500,000	¥16,500,000

Supply Chain

JOB TITLE	25th	50th	75th
Buyer	¥4,000,000	¥5,000,000	¥6,000,000
Senior Buyer	¥6,000,000	¥7,000,000	¥8,000,000
Direct Procurement Associate	¥5,000,000	¥6,000,000	¥7,000,000
Direct Procurement Manager	¥8,000,000	¥10,000,000	¥12,000,000
Indirect Procurement Associate	¥5,000,000	¥6,000,000	¥7,000,000
Indirect Procurement Manager	¥8,000,000	¥10,000,000	¥12,000,000
Indirect Procurement Director	¥12,000,000	¥14,000,000	¥16,000,000
Direct Procurement Director	¥12,000,000	¥14,000,000	¥16,000,000
Health, Safety and Environmental Manager	¥8,000,000	¥9,000,000	¥12,000,000
Import / Export staff	¥3,500,000	¥4,000,000	¥5,000,000
Order Management / Customer Service Associate	¥4,000,000	¥5,000,000	¥6,000,000
Order Management / Customer Service Manager	¥7,000,000	¥9,000,000	¥10,000,000
Logistics Planner	¥4,000,000	¥5,000,000	¥6,000,000
Logistics Manager	¥8,000,000	¥10,000,000	¥12,000,000
Logistics Director	¥10,000,000	¥12,000,000	¥14,000,000
Production Planner	¥3,500,000	¥4,000,000	¥5,000,000
Production Planning Manager	¥7,000,000	¥8,000,000	¥10,000,000
Demand Planner / Supply Planner	¥6,000,000	¥7,000,000	¥8,000,000
Supply Chain Manager	¥10,000,000	¥12,000,000	¥13,000,000
Supply Chain Director	¥12,000,000	¥14,000,000	¥20,000,000

Supply Chain

JOB TITLE	25th	50th	75th
Transportation and Distribution Manager	¥6,000,000	¥8,000,000	¥10,000,000
Warehouse Associate	¥3,500,000	¥4,000,000	¥4,500,000
Warehouse Manager	¥5,000,000	¥7,000,000	¥9,000,000
Factory Manager	¥12,000,000	¥15,000,000	¥18,000,000
Operational Excellence Manager	¥10,000,000	¥12,000,000	¥13,000,000
Quality Control and Assurance	¥5,000,000	¥7,000,000	¥8,000,000
Quality Control and Assurance Manager	¥10,000,000	¥12,000,000	¥13,000,000
Supplier Quality Management	¥6,000,000	¥6,500,000	¥7,500,000
Packaging Development	¥6,000,000	¥7,000,000	¥8,000,000

CORPORATE INFORMATION

Company name:	Robert Half Japan Ltd.
Representative:	Yewki Tomita, Managing Director, Japan
Established:	May 13, 2005
Business description:	Recruitment and contract staffing services
Employees:	92 (January 2024)
Head office:	TOKYO TORCH Tokiwabashi Tower 24F, 2-6-4 Otemachi, Chiyoda-ku, Tokyo 100-0004
Branch office:	Hilton Plaza West Office Tower 19th Floor, 2-2-2 Umeda, Kita-ku, Osaka 530-0001
Telephone:	03-4563-0702 (Tokyo), 03-4563-0710 (Osaka)
Paid employment placement business license number:	13-ㄱ-301062
Worker dispatch business license number:	派-13-301903
Parent company:	Robert Half International Inc.
Subsidiary:	Protiviti LLC

