

Outline of Job Career and Key Performance Indicator (3) Consultant

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Outline of Job Career Consultant

Outline of Consultant

Job career	Consultant		
Specialty Field	BT (Business Transformation)	IT	Package application
Level 7			
Level 6			
Level 5			
Level 4			
Level 3			
Level 2			
Level 1			

Description of Job Career

Contributes realization of customer business strategies and vision and solving of problems, through implementation of counseling on customer management strategies, business strategies and formulation of IT strategies, proposal and advice, by utilizing intellectual property and consulting methodology. Has responsibility in values and effects brought by proposal, customer satisfaction, feasibility, etc.

In the IT investment phases, Formulation of managerial strategies (Formulation of vision and goal, Formulation of business strategies) and Strategic informatization planning (Clarification and analysis of problems (Business and IT) are the main activity areas.

Performs the following:

- Formulation of managerial strategies
 - Proposal for goals and visions
 - Advice for formulation of business strategy
- Strategic informatization planning
 - Advice for formulation of solution

This job career category is classified into the following specialty fields.

●BT (Business Transformation)

Performs offering of solutions from comprehensive perspective such as strategy, process, human resources, organization, etc. against problems on management or business operation.

●IT

Performs offering of business strategy solutions by utilizing of information technology against problems on management or business operation.

●Package application

Performs offering of solution by application of package against problems on management or business operation, and provision of advice and joint investigation on package installation.

Key Performance Indicator Consultant

Key Performance Indicator : Consultant

Specialty Field	BT (Business Transformation)	Level 7
<p>[Contribution to business]</p> <p>●Responsibilities</p> <p>In phases of business strategy establishment and strategic information planning, acts as a responsible person of the whole consulting project of Business Transformation by leading consulting team. Holds responsibility for proposed values and effects, degree of customer satisfaction, assessment of feasibility, and novelty, etc. Has experience in achieving successful results in the complication of the consulting project three times or more (at least one experience must meet complexity and size of Level 7 or equivalent, and others can be of Level 6).</p> <p>●Complexity</p> <p>Has experience in achieving successful results in the completion of Business Transformation consulting in a consulting project that meets three or more of the following complexity criteria ("Globally leading-edge case, and first in industry and market" is required for this level.).</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"><input type="checkbox"/> Globally leading-edge case, and first in industry and market is required</div> <div style="width: 50%;"><input type="checkbox"/> Consulting project configured from complex organization</div> <div style="width: 50%;"><input type="checkbox"/> Requires to combine 2 or more consulting methodologies</div> <div style="width: 50%;"><input type="checkbox"/> Big impact on many businesses (user and organization)</div> <div style="width: 50%;"><input type="checkbox"/> High-risk contract condition on business</div> <div style="width: 50%;"><input type="checkbox"/> Large degree of transformation</div> </div> <p>●Size</p> <p>Has experience in achieving successful results in the completion of Business Transformation consulting based on consulting methodology in consulting project that meets either one of the following size.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"><input type="checkbox"/> Annual sales value of 200 million yen or more or managed 2 or more consulting teams of 5 persons or more.</div> <div style="width: 50%;"><input type="checkbox"/> In case of the project that meets five or more complexity criteria (above), annual sales value of 100 million yen or more, or managed 2 or more consulting teams of 3 persons or more.</div> </div> <p>[Contribution to professional society]</p> <p>-Holds the high specialty in either one or more of the following major themes of this Specialty Field sufficient enough to guide others and leads the industry.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"><input type="checkbox"/> High level expertise in business strategy, enterprise management strategy, and business environment</div> <div style="width: 50%;"><input type="checkbox"/> Consulting enterprise management strategy plans</div> <div style="width: 50%;"><input type="checkbox"/> Proposals of consulting business</div> <div style="width: 50%;"><input type="checkbox"/> Acquisition of customer satisfaction</div> </div> <p>-Has recognized accomplishments five items or more in the area of technology succession.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"><input type="checkbox"/> Professional community activities such as academic society and committee</div> <div style="width: 33%;"><input type="checkbox"/> Publication of a book</div> <div style="width: 33%;"><input type="checkbox"/> Publication of a paper outside the company</div> <div style="width: 33%;"><input type="checkbox"/> Publication of a paper within the company</div> <div style="width: 33%;"><input type="checkbox"/> Invited to speak outside the company</div> <div style="width: 33%;"><input type="checkbox"/> Instructor within the company</div> <div style="width: 33%;"><input type="checkbox"/> Filing of a patent application</div> </div> <p>-Has accomplishments in developing subordinates (by mentoring, coaching, etc.)</p>		

Key Performance Indicator : Consultant

Specialty Field	BT (Business Transformation)	Level 6
<p>[Contribution to business]</p> <p>●Responsibilities</p> <p>In phases of business strategy establishment and strategic information planning, acts as a responsible person of the whole consulting project of Business Transformation by leading consulting team. Holds responsibility for proposed values and effects, degree of customer satisfaction, assessment of feasibility, etc. Has experience in achieving successful results in the complication of the consulting project three times or more (at least one experience must meet complexity and size of Level 6 or equivalent, and others can be of Level 5).</p> <p>●Complexity</p> <p>Has experience in achieving successful results in the completion of Business Transformation consulting in a consulting project that meets two or more of the following complexity criteria.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"> <input type="checkbox"/> Leading-edge case, and first in industry and market is required </div> <div style="width: 50%;"> <input type="checkbox"/> Consulting project configured from complex organization </div> <div style="width: 50%;"> <input type="checkbox"/> Requires to combine 2 or more consulting methodologies </div> <div style="width: 50%;"> <input type="checkbox"/> Big impact on many businesses (user and organization) </div> <div style="width: 50%;"> <input type="checkbox"/> High-risk contract condition on business </div> <div style="width: 50%;"> <input type="checkbox"/> Large degree of transformation </div> </div> <p>●Size</p> <p>Has experience in achieving successful results in the completion of Business Transformation consulting based on consulting methodology in consulting project that meets either one of the following size.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"> <input type="checkbox"/> Annual sales value of 100 million yen or more or managed 2 or more consulting teams of 3 persons or more. </div> <div style="width: 50%;"> <input type="checkbox"/> In case of the project that meets four or more complexity criteria (above), annual sales value of 30 million yen or more, or managed team by working independently or with 2 consultants or more. </div> </div> <p>[Contribution to professional society]</p> <p>-Holds the high specialty in either one or more of the following major themes of this Specialty Field sufficient enough to guide others and contributes to the industry.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"> <input type="checkbox"/> High level expertise in business strategy, enterprise management strategy, and business environment </div> <div style="width: 50%;"> <input type="checkbox"/> Consulting enterprise management strategy plans </div> <div style="width: 50%;"> <input type="checkbox"/> Proposals of consulting business </div> <div style="width: 50%;"> <input type="checkbox"/> Acquisition of customer satisfaction </div> </div> <p>-Has recognized accomplishments four items or more in the area of technology succession.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"> <input type="checkbox"/> Professional community activities such as academic society and committee </div> <div style="width: 33%;"> <input type="checkbox"/> Publication of a book </div> <div style="width: 33%;"> <input type="checkbox"/> Publication of a paper outside the company </div> <div style="width: 33%;"> <input type="checkbox"/> Publication of a paper within the company </div> <div style="width: 33%;"> <input type="checkbox"/> Invited to speak outside the company </div> <div style="width: 33%;"> <input type="checkbox"/> Instructor within the company </div> <div style="width: 33%;"> <input type="checkbox"/> Filing of a patent application </div> </div> <p>-Has accomplishments in developing subordinates (by mentoring, coaching, etc.)</p>		

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Specialty Field	BT (Business Transformation)	Level 5
<p>[Contribution to business]</p> <p>●Responsibilities</p> <p>In phases of business strategy establishment and strategic information planning, acts as a responsible person of the whole consulting project of Business Transformation by leading consulting team. Holds responsibility for proposed values and effects, degree of customer satisfaction, assessment of feasibility, etc. Has experience in achieving successful results in the complication of the consulting project three times or more (at least one experience must meet complexity and size of Level 5 or equivalent, and others can be of Level 4).</p> <p>●Complexity</p> <p>Has experience in achieving successful results in the completion of Business Transformation consulting in a consulting project that meets two or more of the following complexity criteria.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"> <input type="checkbox"/> Leading-edge case, and first in industry and market is required </div> <div style="width: 50%;"> <input type="checkbox"/> Consulting project configured from complex organization </div> <div style="width: 50%;"> <input type="checkbox"/> Requires to combine 2 or more consulting methodologies </div> <div style="width: 50%;"> <input type="checkbox"/> Big impact on many businesses (user and organization) </div> <div style="width: 50%;"> <input type="checkbox"/> High-risk contract condition on business </div> <div style="width: 50%;"> <input type="checkbox"/> Large degree of transformation </div> </div> <p>●Size</p> <p>Has experience in achieving successful results in the completion of Business Transformation consulting based on consulting methodology in consulting project that meets either one of the following size.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"> <input type="checkbox"/> Annual sales value of 30 million yen or more, or managed team by working independently or with 2 consultants or more. </div> <div style="width: 50%;"> <input type="checkbox"/> In case of the project that meets four or more complexity criteria (above), annual sales value of 10 million yen or more, or managed 2 or more consulting teams of 2 persons or more. </div> </div> <p>[Contribution to professional society]</p> <p>-Holds the high specialty in either one or more of the following major themes of this Specialty Field sufficient enough to guide others and contributes to the company.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"> <input type="checkbox"/> High level expertise in business strategy, enterprise management strategy, and business environment </div> <div style="width: 50%;"> <input type="checkbox"/> Consulting enterprise management strategy plans </div> <div style="width: 50%;"> <input type="checkbox"/> Proposals of consulting business </div> <div style="width: 50%;"> <input type="checkbox"/> Acquisition of customer satisfaction </div> </div> <p>-Has recognized accomplishments three items or more in the area of technology succession.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"> <input type="checkbox"/> Professional community activities such as academic society and committee </div> <div style="width: 33%;"> <input type="checkbox"/> Publication of a book </div> <div style="width: 33%;"> <input type="checkbox"/> Publication of a paper outside the company </div> <div style="width: 33%;"> <input type="checkbox"/> Publication of a paper within the company </div> <div style="width: 33%;"> <input type="checkbox"/> Invited to speak outside the company </div> <div style="width: 33%;"> <input type="checkbox"/> Instructor within the company </div> <div style="width: 33%;"> <input type="checkbox"/> Filing of a patent application </div> </div> <p>-Has accomplishments in developing subordinates (by mentoring, coaching, etc.)</p>		

Key Performance Indicator : Consultant

Specialty Field	BT (Business Transformation)	Level 4
<p>[Contribution to business]</p> <p>●Responsibilities In phases of business strategy establishment and strategic information planning, acts as a leader of consulting project of Business Transformation by leading consulting team. Holds responsibility for proposed values and effects, degree of customer satisfaction, assessment of feasibility, etc. Has experience in achieving successful results in the complication of the consulting project two times or more (equivalent to complexity and size of Level 4).</p> <p>●Complexity Has experience in achieving successful results in the completion of Business Transformation consulting in a consulting project that meets two or more of the following complexity criteria.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"> <input type="checkbox"/> Leading-edge case, and first in industry and market is required </div> <div style="width: 50%;"> <input type="checkbox"/> Consulting project configured from complex organization </div> <div style="width: 50%;"> <input type="checkbox"/> Requires to combine 2 or more consulting methodologies </div> <div style="width: 50%;"> <input type="checkbox"/> Big impact on many businesses (user and organization) </div> <div style="width: 50%;"> <input type="checkbox"/> High-risk contract condition on business </div> <div style="width: 50%;"> <input type="checkbox"/> Large degree of transformation </div> </div> <p>●Size Has experience in achieving successful results in the completion of Business Transformation consulting based on consulting methodology in consulting project that meets the following size.</p> <input type="checkbox"/> Annual sales value of 10 million yen or more, or managed team by working independently or with 2 consultants or more.		
<p>[Contribution to professional society]</p> <p>-Holds the high specialty in either one or more of the following major themes of this Specialty Field and guides subordinates.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"> <input type="checkbox"/> High level expertise in business strategy, enterprise management strategy, and business environment </div> <div style="width: 50%;"> <input type="checkbox"/> Consulting enterprise management strategy plans </div> </div> <input type="checkbox"/> Proposals of consulting business		
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Specialty Field	IT	Level 7
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Specialty Field	IT	Level 6
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Specialty Field	IT	Level 5
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Specialty Field	IT	Level 4
<p>[Contribution to business]</p> <p>●Responsibilities In phases of business strategy establishment and strategic information planning, acts as a leader in charge of the whole consulting project related to strategic utilization of IT by leading consulting team. Holds responsibility for proposed values and effects, degree of customer satisfaction, assessment of feasibility, etc. Has experience in achieving successful results in the complication of the consulting project two times or more (equivalent to complexity and size of Level 4).</p> <p>●Complexity Has experience in achieving successful results in the completion of consulting related to strategic utilization of IT in a consulting project that meets two or more of the following complexity criteria.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"> <input type="checkbox"/> Leading-edge case, and first in industry and market is required </div> <div style="width: 50%;"> <input type="checkbox"/> Consulting project configured from complex organization </div> <div style="width: 50%;"> <input type="checkbox"/> Requires to combine 2 or more consulting methodologies </div> <div style="width: 50%;"> <input type="checkbox"/> Big impact on many businesses (user and organization) </div> <div style="width: 50%;"> <input type="checkbox"/> High-risk contract condition on business </div> <div style="width: 50%;"> <input type="checkbox"/> Large degree of transformation </div> </div> <p>●Size Has experience in achieving successful results in the completion of strategic utilization of IT related to consulting based on consulting methodology in consulting project that meets the following size.</p> <input type="checkbox"/> Annual sales value of 10 million yen or more, or managed team by working independently or with 2 consultants or more.		
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Key Performance Indicator : Consultant

Specialty Field	Package application	Level 6
<p>[Contribution to business]</p> <p>●Responsibilities</p> <p>In phases of business strategy establishment and strategic information planning, acts as a responsible person of the whole Package application related to consulting project of by leading consulting team. Holds responsibility for proposed values and effects, degree of customer satisfaction, assessment of feasibility, etc. Has experience in achieving successful results in the complication of the consulting project more than three times or more (at least one experience must meet complexity and size of Level 6 or equivalent, and others can be of Level 5).</p> <p>●Complexity</p> <p>Has experience in achieving successful results in the completion of Package application related to consulting in a consulting project that meets two or more of the following complexity criteria.</p> <ul style="list-style-type: none"> <input type="checkbox"/>Leading-edge case, and first in industry and market is required <input type="checkbox"/>Requires to combine 2 or more consulting methodologies <input type="checkbox"/>High-risk contract condition on business <input type="checkbox"/>Consulting project configured from complex organization <input type="checkbox"/>Big impact on many businesses (user and organization) <input type="checkbox"/>Large degree of transformation <p>●Size</p> <p>Has experience in achieving successful results in the completion of Package application related to consulting based on consulting methodology in consulting project that meets either one of the following size.</p> <ul style="list-style-type: none"> <input type="checkbox"/>Annual sales value of 300 million yen or more or managed more, than 2 consulting teams of 10 persons or more. <input type="checkbox"/>In case of the project that meets four or more complexity criteria (above), annual sales value of 100 million yen or more, or managed 2 or more consulting teams of 5 persons or more. <p>[Contribution to professional society]</p> <ul style="list-style-type: none"> -Holds the high specialty in either one or more of the following major themes of this Specialty Field sufficient enough to guide others and contributes to the industry. <ul style="list-style-type: none"> <input type="checkbox"/>High level expertise in business process and package <input type="checkbox"/>Consulting enterprise management strategy plans <input type="checkbox"/>Proposals of consulting business <input type="checkbox"/>Acquisition of customer satisfaction -Has recognized accomplishments four items or more in the area of technology succession. <ul style="list-style-type: none"> <input type="checkbox"/>Professional community activities such as academic society and committee <input type="checkbox"/>Publication of a book <input type="checkbox"/>Publication of a paper outside the company <input type="checkbox"/>Publication of a paper within the company <input type="checkbox"/>Invited to speak outside the company <input type="checkbox"/>Instructor within the company <input type="checkbox"/>Filing of a patent application -Has accomplishments in developing subordinates (by mentoring, coaching, etc.) 		

Key Performance Indicator : Consultant

Specialty Field	Package application	Level 5
<p>[Contribution to business]</p> <p>●Responsibilities</p> <p>In phases of business strategy establishment and strategic information planning, acts as a responsible person of the whole Package application related to consulting project of by leading consulting team. Holds responsibility for proposed values and effects, degree of customer satisfaction, assessment of feasibility, etc. Has experience in achieving successful results in the complication of the consulting project three times or more (at least one experience must meet complexity and size of Level 5 or equivalent, and others can be of Level 4).</p> <p>●Complexity</p> <p>Has experience in achieving successful results in the completion of Package application related to consulting in a project that meets two or more of the following complexity criteria.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"> <input type="checkbox"/> Leading-edge case, and first in industry and market is required </div> <div style="width: 50%;"> <input type="checkbox"/> Consulting project configured from complex organization </div> <div style="width: 50%;"> <input type="checkbox"/> Requires to combine 2 or more consulting methodologies </div> <div style="width: 50%;"> <input type="checkbox"/> Big impact on many businesses (user and organization) </div> <div style="width: 50%;"> <input type="checkbox"/> High-risk contract condition on business </div> <div style="width: 50%;"> <input type="checkbox"/> Large degree of transformation </div> </div> <p>●Size</p> <p>Has experience in achieving successful results in the completion of Package application related to consulting based on consulting methodology in consulting project that meets either one of the following size.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"> <input type="checkbox"/> Annual sales value of 100 million yen or more or managed more, than 2 consulting teams of 5 persons or more. </div> <div style="width: 50%;"> <input type="checkbox"/> In case of the project that meets four or more complexity criteria (above), annual sales value of 30 million yen or more, or managed 2 or more consulting teams of 3 persons or more. </div> </div> <p>[Contribution to professional society]</p> <p>-Holds the high specialty in either one or more of the following major themes of this Specialty Field sufficient enough to guide others and contributes to the company.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"> <input type="checkbox"/> High level expertise in business process and package </div> <div style="width: 50%;"> <input type="checkbox"/> Consulting enterprise management strategy plans </div> <div style="width: 50%;"> <input type="checkbox"/> Proposals of consulting business </div> <div style="width: 50%;"> <input type="checkbox"/> Acquisition of customer satisfaction </div> </div> <p>-Has recognized accomplishments three items or more in the area of technology succession.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"> <input type="checkbox"/> Professional community activities such as academic society and committee </div> <div style="width: 33%;"> <input type="checkbox"/> Publication of a book </div> <div style="width: 33%;"> <input type="checkbox"/> Publication of a paper outside the company </div> <div style="width: 33%;"> <input type="checkbox"/> Publication of a paper within the company </div> <div style="width: 33%;"> <input type="checkbox"/> Invited to speak outside the company </div> <div style="width: 33%;"> <input type="checkbox"/> Instructor within the company </div> <div style="width: 33%;"> <input type="checkbox"/> Filing of a patent application </div> </div> <p>-Has accomplishments in developing subordinates (by mentoring, coaching, etc.)</p>		

Key Performance Indicator : Consultant

Specialty Field	Package application	Level 4
<p>[Contribution to business]</p> <p>●Responsibilities In phases of business strategy establishment and strategic information planning, acts as a leader in charge of Package application related to consulting project of by leading consulting team. Holds responsibility for proposed values and effects, degree of customer satisfaction, assessment of feasibility, etc. Has experience in achieving successful results in the complication of the consulting project two times or more (equivalent to complexity and size of Level 4).</p> <p>●Complexity Has experience in achieving successful results in the completion of Package application related to consulting in a project that meets two or more of the following complexity criteria.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"> <input type="checkbox"/>Leading-edge case, and first in industry and market is required </div> <div style="width: 50%;"> <input type="checkbox"/>Consulting project configured from complex organization </div> <div style="width: 50%;"> <input type="checkbox"/>Requires to combine 2 or more consulting methodologies </div> <div style="width: 50%;"> <input type="checkbox"/>Big impact on many businesses (user and organization) </div> <div style="width: 50%;"> <input type="checkbox"/>High-risk contract condition on business </div> <div style="width: 50%;"> <input type="checkbox"/>Large degree of transformation </div> </div> <p>●Size Has experience in achieving successful results in the completion of Package application related to consulting based on consulting methodology in consulting project that meets the following size.</p> <input type="checkbox"/> Annual sales value of 30 million yen or more, or managed consulting team of 3 persons or more		
<p>[Contribution to professional society]</p> <p>-Holds the high specialty in either one or more of the following major themes of this Specialty Field sufficient enough to guide others and guides subordinates.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"> <input type="checkbox"/>High level expertise in business process and package </div> <div style="width: 50%;"> <input type="checkbox"/>Consulting enterprise management strategy plans </div> </div> <input type="checkbox"/> Proposals of consulting business		
<p>-Has recognized accomplishments one item or more in the area of technology succession.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"> <input type="checkbox"/>Professional community activities such as academic society and committee </div> <div style="width: 33%;"> <input type="checkbox"/>Publication of a book </div> <div style="width: 33%;"> <input type="checkbox"/>Publication of a paper outside the company </div> <div style="width: 33%;"> <input type="checkbox"/>Publication of a paper within the company </div> <div style="width: 33%;"> <input type="checkbox"/>Invited to speak outside the company </div> <div style="width: 33%;"> <input type="checkbox"/>Instructor within the company </div> <div style="width: 33%;"> <input type="checkbox"/>Filing of a patent application </div> </div> <p>-Has accomplishments in developing subordinates (by mentoring, coaching, etc.)</p>		

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