

## Mari Yamauchi

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**Mari Yamauchi** is professor at Akita International University, researcher, author, professor/advisor in management specializing in comparative HRM (by country and sector). She has been engaged in a number of empirical studies in the fields of employment, education and training, and corporate governance across major economies. Her academic interests focus on how national institutional framework or the complementarities among major domestic institutions are related to skill formation and innovation and the role of vocational education and training.

She has earned awards from major academic societies in Japan: A JACUE Selection Award for *Education and Employment Systems, and Youth Career Development, in Europe: Guidelines for Cross-border Mobility and Internationalization* (co-ed.) (2019) from Japan Association for College and University Education (JACUE), and Best Book Awards for *Japanese Employment Systems: Growing Divergence and Globalization* (2013) from the Japan Society of Human Resource Management (JSHRM) and the Japan Institute for Labour Policy and Training (JILPT/Yomiuri Shimbun). She has also contributed to peer reviewed journals including ‘Employment Systems in Japan’s Financial Industry: Globalization, Growing Divergence and Institutional Change’, *British Journal of Industrial Relations* (2016), Evolution and Transformation of Vocational Education and Training in Germany: Dualization and Hybridization, *Japan Journal of Human Resource Management* (2017), ‘Simultaneous Recruitment of New Graduates (SRoNG) – What it is, Why it persists, and How it is changing’, *European Journal of East Asian Studies* (2023).

She has been a visiting scholar at the University of California, Berkeley (2012-2013), Laboratoire d’Economie et de Sociologie du Travail (LEST-CNRS) in Aix-en-Provence (2014-2016), and the Deutsches Institut für Japanstudien (2017). She has taught at

several universities including Sophia University (2012-2016), Doshisha University (2014-2019). She is also an advisor (参与) for Japan Vocational Ability and Development Association (JAVAD 中央職業能力開発協会) since 2022, and a member of Academic Award Review Panel of JSHRM (the Japan Society of Human Resource Management) and JAIB (Japan Academy of International Business). She holds a PhD in Business and Commerce from Keio University Tokyo and an MSc in International Employment Relations and Human Resource Management from the London School of Economics and Political Science (LSE).

Mari also has extensive experience in the corporate sector, working for global financial institutions for over 20 years. Most recently she was a Managing Director at UBS Securities/UBS Bank, Japan (2006-2011). She is currently an outside director of a listed corporation (TSE) and a major institutional investor in Japan.

She has worked for American, European and Japanese MNCs and lived in nine countries outside of her native Japan: The US, UK, Singapore, Belgium, France, Italy, Mexico, Peru and Argentina.