SMART PARTNERS®
PRACTICAL CONSULTING

Talent Aquisition Role INTERNAL

Stable European Gaishikei set to grow!

Job Information

Recruiter
Smart Partners K.K.

Job ID
1528028

Industry
IT Consulting

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
4.5 million yen ~ 7.5 million yen

Refreshed
November 14th, 2026 03:00

General Requirements

Minimum Experience Level
Over 3 years

Career Level
Mid Career

Minimum English Level
Business Level (Amount Used: English usage about 50%)

Minimum Japanese Level
Business Level

Minimum Education Level
Associate Degree/Diploma

Visa Status
Permission to work in Japan required

Job Description

Tech Talent Acquisition Lead – Growing IT Services Firm

A well-established (European Gaishikei) IT services and consulting firm with European founders still actively involved in the business is looking for a **Tech Talent Acquisition Lead** to join their team. With several major new clients onboard and a strong pipeline of open positions, the company is entering an exciting growth phase focused on both revenue and profit expansion.

This is a fantastic opportunity for an experienced recruiter to step into a leadership role, help build the team, create recruitment processes, and make a tangible impact on the business.

What You'll Do:

- Lead end-to-end recruitment for technology positions, with a strong focus on **IT infrastructure roles** (network engineers, system engineers, project managers, etc.).
- Build, refine, and own recruitment processes, workflows, and team operations.

- Collaborate directly with account managers, hiring managers, and senior leadership to align hiring strategies with business needs.
- Act as a key point of contact for clients and candidates throughout the hiring process.
- Develop proactive sourcing strategies to build strong talent pipelines for current and future hiring.
- Contribute to employer branding initiatives and represent the company professionally in the market.
- Mentor junior recruiters and play a key role in scaling the recruitment function.

Required Skills

What We're Looking For:

- Proven experience in **IT recruitment**, ideally with a focus on **IT infrastructure positions** (networks, servers, cloud, data centers, etc.).
- Solid knowledge of the Japan technology talent market.
- Background in agency, RPO, or in-house recruitment environments.
- Strong organizational skills with the ability to manage multiple roles and deadlines.
- Comfortable working directly with clients, candidates, and cross-functional teams.
- Process-driven mindset with a proactive approach to solving challenges.
- Fluent English required; Japanese skills are a strong advantage but not essential.

What's on Offer:

- Competitive salary package with clear growth opportunities.
- Direct collaboration with European founders and international leadership still hands-on in the business.
- A chance to build and shape the recruitment function in a stable, growing company.
- A respected, professional environment with a strong reputation in Japan's IT services market.
- Opportunity to make a visible impact as the company grows revenue and profit.

Company Description