



Senior Recruitment Consultant (Leadership Development)

Job Information

Hiring Company[HRnetGroup](#)**Job ID**

1531957

Division

Consulting Team

Industry

Recruitment Agency

Company Type

Small/Medium Company (300 employees or less) - International Company

Non-Japanese Ratio

About half Japanese

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

4 million yen ~ 8 million yen

Refreshed

January 28th, 2026 18:00

General Requirements

Minimum Experience Level

Over 3 years

Career Level

Mid Career

Minimum English Level

Business Level (Amount Used: English usage about 75%)

Minimum Japanese Level

Business Level

Other Language

Chinese (Mandarin) - Daily Conversation

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

Did you make a difference in someone's life today?

You can experience that as a Recruitment Consultant!

What we do?

- Manage and lead a recruitment team working closely with MNC and local conglomerates' hiring managers and HR to understand their talent needs and develop effective recruitment strategies.
- Source and identify qualified candidates through diverse channels like job boards, social media, and networking events.
- Conduct detailed candidate assessments, including interviews, reference checks, and skills evaluations.
- Oversee the end-to-end recruitment process, ensuring a positive candidate experience and delivering timely feedback to all applicants.
- Provide consultation and support to the team, hiring managers, and HR on recruitment processes, candidate assessments, and selections.

Specializations that we are hiring:

- HR & Finance Functions
- Luxury Retail
- Sourcing (Merchandising & Textile)
- Consumer Goods
- Healthcare

Required Skills**What you need?**

- Candidates with less experience/ fresh graduates will be considered as Associate Consultants
- Bachelor's degree holder and fluent in English
- JPLT N1 with Business level speaking is highly preferred
- Minimum 4 years of recruitment-related work experience are highly preferred
- Excellent communication and interpersonal skills
- Ability to manage multiple priorities and work in a fast-paced environment
- Strong attention to detail and organizational skills
- Self-driven with team spirit

Company Description