



## Associate Recruitment Consultant ( Professional Career Path)

### Job Information

**Hiring Company**

HRnetGroup

**Job ID**

1531960

**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**

February 4th, 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 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

**We are recruiting for Recruitment Consultant!**

**Responsibilities:**

- Handle **full cycle of recruitment** for all functions from sourcing, screening resume, interviewing candidates to salary offer negotiation
- Develop and **maintain strong business relationships** with hiring managers in order to enable delivery of their recruitment needs
- Understand the organization's business models, operations, financial goals, competitive position and talent strategy of clients
- Advise management team on appropriate recruitment methods and salary ranges
- Extensive experience in client servicing and key account management
- Strong in business development, networking, and relationship building

**Specializations that we are hiring:**

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

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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 2years 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

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Company Description