



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

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

Company Description