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JAC Recruitment Vietnam

PR/095348 | Talent Acquisition Manager

Job Information

Recruiter

JAC Recruitment Vietnam Co., Ltd

Job ID

1564993

Industry

Civil Engineering and Construction

Job Type

Permanent Full-time

Location

Vietnam

Salary

Negotiable, based on experience

Refreshed

December 9th, 2025 06:00

General Requirements

Career Level

Mid Career

Minimum English Level

None

Minimum Japanese Level

None

Minimum Education Level

Associate Degree/Diploma

Visa Status

No permission to work in Japan required

Job Description

Company and Job Overview

We are seeking an experienced Talent Acquisition Manager to lead our client's recruitment strategy and operations, supporting the company's growth in the Real Estate and Construction sectors.

Job Responsibilities

- Develop and implement a comprehensive talent acquisition strategy aligned with the company's business goals
- Partner with department heads to identify current and future hiring needs and design effective recruitment plans
- Manage the full recruitment lifecycle: job posting, candidate sourcing, screening, interviewing, and offer negotiation
- Proactively build and maintain a talent pipeline for key roles across business units
- Lead employer branding initiatives to position the company as an employer of choice in the Real Estate and Construction industries
- Utilize modern recruitment technologies, ATS platforms, and data analytics to improve efficiency and decision-making
- Ensure a positive and engaging candidate experience throughout the hiring process
- Track and report recruitment performance metrics (e.g., time-to-fill, quality to hire, sourcing effectiveness) and recommend continuous improvements
- Mentor and lead the Talent Acquisition team to meet hiring targets and maintain high performance standards

- Ensure compliance with labor laws, company policies, and ethical recruitment practices

Job Requirements

- Having Bachelor's degree in Human Resources, Business Administration, or a related field (Master's degree preferred)
- Having minimum of 10 years of experience in recruitment or talent acquisition, with at least 5 years in a managerial role
- Excellent command of English, both written and spoken
- Having strong background in recruitment for Real Estate, Property Development, or Construction is highly preferred
- Proven success in hiring for roles within the Real Estate or Construction industries
- Strong interpersonal and communication skills, with the ability to influence and collaborate with senior stakeholders

#LI-JACVN

Notice: By submitting an application for this position, you acknowledge and consent to the disclosure of your personal information to the Privacy Policy and Terms and Conditions, for the purpose of recruitment and candidate evaluation.

Privacy Policy Link: <https://www.jac-recruitment.vn/privacy-policy>

Terms and Conditions Link: <https://www.jac-recruitment.vn/terms-of-use>

Company Description