



## 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**

January 6th, 2026 05:00

### 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>

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