



## Build Your Career in Global Recruitment – JAC International

東京/International and dynamic environment

### Job Information

**Hiring Company**

JAC Recruitment Co., Ltd.

**Subsidiary**

JAC International

**Job ID**

1577785

**Industry**

Recruitment Agency

**Company Type**

Large Company (more than 300 employees)

**Non-Japanese Ratio**

Majority Non-Japanese

**Job Type**

Permanent Full-time

**Location**

Tokyo - 23 Wards, Chiyoda-ku

**Salary**

3.5 million yen ~ 7 million yen

**Refreshed**

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### General Requirements

**Minimum Experience Level**

Over 1 year

**Career Level**

Mid Career

**Minimum English Level**

Business Level

**Minimum Japanese Level**

Daily Conversation

**Minimum Education Level**

Bachelor's Degree

**Visa Status**

Permission to work in Japan required

### Job Description

**【Position Highlights/ Why Join Us】**

JAC International is the global recruitment arm of the JAC Group, specializing in placements for bilingual professionals and multinational companies in Japan.

As a Recruitment Consultant, you will work closely with global clients and top-tier candidates, acting as a strategic partner to

both sides. This role offers a unique opportunity to build a long-term professional career in a highly rewarding and performance-driven environment.

Whether you come from recruitment, sales, consulting, or another client-facing role, this is a chance to develop a high-value career with clear growth potential, strong earning potential, and international exposure.

### **[About JAC Group]**

JAC Recruitment is one of the world's leading professional recruitment consultancies, founded over 45 years ago and operating across 12 countries.

We operate under our core philosophy:  
Freedom & Discipline

and our values:  
Fairness, Speed, Sincerity, Attitude

JAC International focuses on supporting multinational companies and global hiring managers in Japan by providing high-quality bilingual recruitment and executive search services across multiple industries.

### **[Job Description]**

Due to continued business expansion, we are seeking ambitious and driven individuals to join us as Recruitment Consultants.

You will manage the full recruitment cycle and act as a trusted advisor to both clients and candidates.

#### **◆ Responsibilities ◆**

- Develop new business relationships with multinational clients
- Consult hiring managers on recruitment strategy and hiring needs
- Source, assess, and match high-quality candidates
- Manage and negotiate the offer process
- Build strong industry networks and market knowledge
- Deliver exceptional service to both clients and candidates

#### **[Career & Growth Opportunities]**

- Clear promotion path with structured job grades
- Fast-track career progression based on performance
- Opportunity to become a top-billing consultant or team leader
- Internal mobility across JAC Group globally
- Exposure to multinational clients and global talent market

This role offers both specialist and management career paths.

### **[Compensation & Benefits]**

#### **◆ Financial & Long-Term Incentives ◆**

- Competitive base salary
- Transparent individual commission system
- Team bonus and performance incentives
- Defined Contribution Pension (401k)
- Employee Stock Ownership Plan with incentive
- Employee savings plan
- Restricted Stock (RS) scheme (based on grade/performance)

#### **◆ Work-Life Balance & Flexibility ◆**

- 7-hour working day (e.g. 9:30–17:30)
- Flexible working hours
- Paid leave and accumulated leave system
- Meal allowance support
- Gym/fitness subsidy

#### **◆ Family & Life Support ◆**

- Childcare allowance (up to JPY100,000/month in applicable cases)
- Maternity, paternity & childcare leave
- Caregiver leave制度
- Strong return-to-work support after childcare

#### **◆ Career Development & Recognition ◆**

- Comprehensive training from day one
- Structured promotion and evaluation system
- Internal mobility within JAC Group
- Monthly & annual performance awards

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## Required Skills

### **【Required】**

- Experience in recruitment, sales, or client-facing role
- Business level English
- Basic to conversational Japanese is acceptable  
(able to communicate internally and handle daily conversations)
- Bachelor's degree
- Valid working visa in Japan
- Strong communication and interpersonal skills
- Motivation to build a long-term professional career

### **【Preferred】**

- Recruitment or HR industry experience
- B2B sales experience
- Interest in global business and talent consulting
- Ambition to grow into leadership or management

### **What we offer:**

JAC Group is always looking for Consultants who want to grow and expand their career both as a specialist and in management.

- Clear career promotion path with specific job grades for all Consultants
- Competitive base salary, transparent individual-based commission and team-bonus
- Comprehensive training and support to help you succeed in your role from day one
- Dynamic and collaborative environment in a growing international company
- Opportunities for internal mobility within JAC Group companies

### **【Why Build Your Career at JAC】**

We offer stability with strong career progression and are looking for individuals who want not just a job, but a long-term professional career.

This is an environment where performance is fairly rewarded, growth is supported, and ambitious individuals can build a highly valuable career in recruitment and consulting.

Only shortlisted candidates will be contacted for interview.

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## Company Description