



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

February 12th, 2026 10:20

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

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.

Company Description