

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
4 million yen ~ 7 million yen

Salary Bonuses
Bonuses included in indicated salary.

Work Hours
9：30 ~ 17：30(休憩時間60分)

Holidays
完全週休2日制（土・日）、祝日、夏季休暇、年末年始休暇 等

Refreshed
October 29th, 2026 05:00

General Requirements

Minimum Experience Level
Over 3 years

Career Level
Mid Career

Minimum English Level
Business Level

Minimum Japanese Level
Business Level

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