



Understanding People

Talent Acquisition Senior Professional | 人材獲得シニアプロフェッショナル

End-to-end TA operations

Job Information

Recruiter

Specialized Group

Job ID

1591692

Industry

Food and Beverage

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

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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

Talent Acquisition Senior Professional | MLM Industry 人材獲得シニアプロフェッショナル

Our client, a company in the multi-level marketing industry, is seeking a Talent Acquisition Senior Professional to enhance their recruitment and onboarding processes. This role offers the opportunity to lead diverse hiring initiatives, including mid-career, campus, and disability hiring, while collaborating with RPO partners and internal stakeholders.

Key Responsibilities:

- Execute mid-career recruitment with RPO support
- Coordinate campus recruiting activities
- Manage disability hiring initiatives
- Oversee new joiner onboarding processes
- Act as primary contact for RPO partners
- Support employer branding initiatives

- Track recruitment metrics and analyze data
- Ensure compliance with Japan labor market requirements
- Collaborate with HR Operations on employment documentation

Qualifications:

- Bachelor's degree in Human Resources, Business, or related field
- 5–8 years of Talent Acquisition and/or onboarding experience
- Strong knowledge of end-to-end recruiting and onboarding processes
- Excellent communication skills in Japanese (native level) and English (business level)
- Experience working with RPO providers, recruitment agencies, or disability hiring partners is preferred but not mandatory
- Experience with recruitment metrics and data analysis
- Familiarity with Japan labor market and disability employment requirements
- Experience in campus recruiting, employer branding, or temp staff hiring is preferred but not mandatory

Company Description