Recruitment Consultant & Senior Recruitment Consultant

Exclusive job

More Opportunity, Better Bonus Structure

Job Information

Recruiter
ALBERTO K.K.

Job ID
1600771

Industry
Recruitment Agency

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
10 million yen ~ 60 million yen

Refreshed
October 25th, 2026 00:00

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
Associate Degree/Diploma

Visa Status
Permission to work in Japan required

Job Description

Are you a Recruitment Consultant or Senior Recruitment Consultant looking to move?

We are looking for experienced recruiters who want more autonomy, fewer restrictions and a clearer relationship between what they bill and what they earn.

We are particularly known for Legal and Accounting recruitment in Tokyo and have signed recruitment agreements with the majority of major foreign companies in Japan. We are now looking to expand into new practice areas and are open to both individuals and established teams looking to move.

Why Join Us?

- Flat organisation with minimal internal politics
- High level of autonomy
- No unnecessary client or candidate ownership restrictions
- Freedom to create and pursue genuine business opportunities

- Highly transparent fee and reward structure
- No complicated commission tricks or hidden deductions
- Direct access to decision-makers
- Established client agreements across a large proportion of foreign companies in Japan
- Opportunity to build and own a new practice area
- Open to individuals or teams moving together

Having worked in recruitment in Tokyo for almost 20 years, I know many of the ways agencies limit what successful recruiters can really achieve and earn: ownership rules, internal fee splits, changing thresholds, complicated commission bands and attractive headline percentages that become far less attractive in reality.

I created our structure to be different: **more freedom to bill, complete transparency and better rewards for strong performers.**

If the following sounds like you, we would like to hear from you:

- Want more freedom to recruit and earn more
- Are confident in their ability to bill
- Want more autonomy and less internal politics
- Are frustrated by your agency client or candidate restrictions and ownership
- Want to build a market or new practice area
- Want their earnings to genuinely reflect their performance
- May have considered going independent but prefer an established platform

This is not for people looking for:

- A large corporate environment
- Fancy titles and management layers
- A comfortable or cushy recruitment role
- Constant supervision

We believe strong recruiters should receive a fairer share of the value they create and decide for themselves how to spend it.

We want performers who want freedom, responsibility, the opportunity to build something and to be rewarded accordingly.

If you are an experienced recruiter or part of a team considering a move, contact Ken on 080-4118-2177 for a confidential discussion.

Company Description