



PR/096126 | Business Development Specialist, HR Consulting

Job Information

Recruiter

JAC Recruitment Vietnam Co., Ltd

Job ID

1607090

Industry

IT Consulting

Job Type

Permanent Full-time

Location

Vietnam

Salary

Negotiable, based on experience

Refreshed

August 11th, 2026 10:20

General Requirements

Minimum Experience Level

Over 3 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Fluent

Minimum Education Level

Associate Degree/Diploma

Visa Status

No permission to work in Japan required

Job Description

Company Overview

A company is hiring for a Business Development Specialist, HR Consulting position.

This is a core opportunity to work alongside Japanese management in developing a new HR consulting business. The role combines business development, organizational strategy, and consulting, offering the chance to transform practical organizational initiatives into valuable consulting services while contributing directly to business growth.

Job Description

- Drive the development of a new HR consulting business by leading the entire process from market research and hypothesis validation to business model development and revenue generation.
- Design business strategies by analyzing market trends and customer needs, identifying target clients, and building and validating service concepts.

- Develop and execute sales activities, including lead generation, proposal preparation, consultation scripts, client meetings, negotiations, and contract closing.
- Collect customer feedback and collaborate with the PMO team to continuously improve services and refine the business model.
- Coordinate with a management consulting partner by setting shared KPIs, managing project progress, facilitating communication, and ensuring effective cross-cultural collaboration.
- Design, review, and implement organizational strategies, including performance evaluation systems, KPI frameworks, HR regulations, and labor compliance practices. Convert internal organizational initiatives into case studies, consulting methodologies, and client services.

Requirements

- Japanese proficiency at JLPT N2 level or above with the ability to lead business meetings.
- Experience independently launching and driving a new business initiative from the ground up.
- Experience managing the full hypothesis cycle, including hypothesis development, execution, validation, and continuous improvement.
- Practical knowledge and experience in Human Resources.
- Experience designing, revising, and operating organizational systems from the company side.

Preferred

- Experience in the growth phase of a new business from 1 to 10.
- Experience designing and executing sales activities, from planning customer approaches to closing business opportunities.
- Basic knowledge of labor law, taxation, social insurance, and HR compliance.
- Ability to understand Profit and Loss (P&L) statements and Balance Sheets (B/S) at a level sufficient to manage business profitability.

Benefits

- 13th-month bonus.
- Gifts and celebrations for important personal and company milestones.
- Company events and parties on special occasions.
- Pantry stocked with snacks and weekly Happy Friday refreshments.
- Annual salary review.
- Annual health check-up at a Japanese hospital, with discounted health check-ups available for employees' family members.

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Company Description