Technology Recruitment Consultant (Bilingual)

Exciting opportunity to build own desk

Job Information

Recruiter
Anson McCade Pte. Ltd.

Hiring Company
Anson McCade -specialist executive search and consultancy firm o

Job ID
1607864

Industry
Recruitment Agency

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
9 million yen ~ 15 million yen

Salary Commission
Commission paid on top of indicated salary.

Refreshed
November 24th, 2026 01:00

General Requirements

Minimum Experience Level
Over 10 years

Career Level
Executive

Minimum English Level
Business Level (Amount Used: English usage about 50%)

Minimum Japanese Level
Business Level

Minimum Education Level
Bachelor's Degree

Visa Status
No permission to work in Japan required

Job Description

Bilingual Technology Recruitment Consultant – Japan

Location: Japan (Tokyo preferred)
Working arrangement: Fully remote
Languages: Business-level Japanese and strong English
Experience: 10+ years in Technology Recruitment; 5+ years in Agency Recruitment

About the Opportunity

Anson McCade is a specialist executive search and consultancy firm operating internationally across the Technology and Capital Markets sectors. We partner with innovative start-ups, high-growth businesses, global technology companies, and leading financial institutions.

We are looking for an experienced, commercially minded **Bilingual** (business level English and Japanese) **Technology Recruitment Consultant** to join our Technology/Fintech team and help expand our recruitment presence across Japan, with a particular focus on the Tokyo market.

This is a senior opportunity for an established recruiter who combines deep technology recruitment expertise with a strong network, mature client-facing presence, and the commercial drive to build and grow a successful desk with the support of our highly experienced UK and Singapore teams.

Key Responsibilities

- Build and grow a successful Technology/Fintech recruitment desk focused on Japan, particularly Tokyo.
- Develop new business and expand relationships with existing clients across the region.
- Leverage an established network of technology professionals and senior stakeholders within the Japanese market.
- Partner with global investment banks, financial institutions, technology companies, and high-growth businesses.
- Manage the full recruitment lifecycle, from business development and market mapping through to candidate engagement and offer management.
- Build trusted, long-term relationships with both clients and senior technology talent.
- Develop deep market knowledge and provide informed insight into hiring trends, talent availability, and emerging technology areas.
- Facilitate discussions between clients and candidates and provide a high level of consultative support throughout the process.
- Support strategic client and account management initiatives.
- Identify new talent pools and develop market maps across priority technology and fintech areas.
- Collaborate closely with colleagues in Australia, Singapore, and the UK as part of an integrated international team.

What We're Looking For

We are seeking a **polished, mature, and commercially astute recruitment professional** with a proven track record in technology recruitment.

You will ideally have:

- **10+ years of experience in Technology Recruitment.**
- **At least 5 years of agency recruitment or executive search experience.**
- Strong experience within Technology, Fintech, Financial Services, or related specialist markets.
- An established and demonstrable professional network within Japan, particularly **Tokyo**.
- Strong Japanese language skills and excellent English communication skills.
- A proven track record of business development, client management, and revenue generation.
- Strong commercial acumen and confidence managing senior client relationships and negotiations.
- Experience contributing to or developing effective **GTM and business growth strategies**.
- Be comfortable working in a start-up environment and wear multiple hats when required to facilitate business needs.
- Excellent relationship-building and stakeholder management skills.
- A resilient, self-motivated, and entrepreneurial approach.
- The ability to work autonomously while collaborating effectively with distributed international teams.

Japan-Based Requirements

Candidates must currently be **residing in Japan and have lived in Japan for at least 5 years** .

We are open to candidates who require **visa sponsorship**, subject to eligibility.

Fluency in Japanese is essential, alongside strong professional English, given the international nature of the role.

What We Offer

- The opportunity to **build and own a Technology/Fintech recruitment desk in Japan** .
- Strong backing from established, high-performing teams across **APAC and the UK**.
- Access to an extensive international client base, including leading global technology companies and financial institutions.
- Direct exposure to senior decision-makers and influential leaders across the technology and financial services sectors.
- Opportunity to manage and grow key existing global accounts with presence in Japan, as well as develop relationships with additional stakeholders, teams, and business areas.
- An industry-leading base salary with a **competitive, uncapped commission structurewith no thresholds – commission is paid on every ¥1 you bill.**
- Genuine career progression in a meritocratic, high-performing, international environment.
- High level of autonomy and ownership over your market and career direction.
- **Fully remote working from Japan**, with flexible working arrangements.
- An entrepreneurial, collaborative environment without the constraints of a traditional corporate structure.
- A flexible and entrepreneurial working culture without unnecessary micromanagement.

Join Anson McCade

If you are an experienced Technology recruiter with a strong network in Japan, a commercial mindset, and the ambition to build something significant in the market, we would be interested in hearing from you.

Apply now to explore the opportunity.

Company Description