



Talent Acquisition Manager | HRBP Career Track | Hybrid

Job Information

Recruiter

SPOTTED K.K.

Job ID

1608119

Industry

Internet, Web Services

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

7 million yen ~ 10 million yen

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

Fluent

Minimum Education Level

High-School

Visa Status

Permission to work in Japan required

Job Description

Talent Acquisition | HRBP Career Track | Tokyo | Hybrid | ¥6M-¥11M

Description

A fast-growing B2B knowledge-platform company is looking to strengthen its recruitment function. As new business lines launch, the company is increasingly hiring for first-of-their-kind positions, and the current recruitment model is starting to show its limits.

The role calls for someone who won't simply execute an existing playbook, but who will build a personal recruitment strategy, diversify sourcing channels (direct scouting, social, referrals), and grow into a broader HRBP role over time.

Why this role

- Recruitment is a company priority, with real budget and executive backing
- Fast decision-making
- Clear path to HRBP

Responsibilities

- Define recruitment strategy and hiring requirements
 - Diversify recruitment channels beyond agencies
 - Design the selection process and candidate experience
 - Build and deliver interviewer training
 - Optimize interview/consultation operations
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Required Skills

Requirements

- 3+ years of mid-career/experienced-hire recruitment
 - Experience recruiting for intangible products/services
 - Track record hiring 30+ people/year
 - Proven results diversifying recruitment channels
 - Self-starter who takes initiative while bringing others along
 - Native-level Japanese and Business-level English
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Company Description