



PR/090151 | Head of TA

Job Information

Recruiter

JAC Recruitment Korea

Job ID

1612884

Industry

Other (Manufacturing)

Job Type

Permanent Full-time

Location

Korea, South

Salary

Negotiable, based on experience

Refreshed

September 15th, 2026 14:04

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

None

Minimum Education Level

Associate Degree/Diploma

Visa Status

No permission to work in Japan required

Job Description

Head of Talent Acquisition, Founding Leader

VC-Backed AI Robotics / Physical AI Startup | Seoul, Korea

About the Company

A rapidly growing Robotics and Physical AI startup developing next-generation robotic systems for real-world industrial environments.

The company combines advanced hardware, AI, robotics software, controls, perception, and system integration technologies to solve operational challenges in industries where traditional automation has struggled to create value.

Backed by leading investors and experiencing strong commercial momentum, the company is entering a critical scaling phase and is seeking its first Founding Head of Talent to build the talent engine that will enable its next stage of growth.

The Opportunity

This is not a traditional recruiting leadership role.

The company is seeking a Player-Coach who will personally drive critical hiring while simultaneously building the talent systems, processes, and team required to scale a world-class engineering organization.

You will partner directly with Founders and Executive Leadership to shape workforce strategy, define hiring standards, attract exceptional talent, and build a high-performance recruiting function from the ground up

Key Responsibilities

- Talent Acquisition Leadership
- Lead critical hiring efforts across Engineering, AI, Robotics, Software, Hardware, Manufacturing, Product, and Leadership functions
- Personally source and engage high-caliber passive candidates
- Build and maintain talent maps, target company strategies, and long-term talent pipelines
- Drive executive-level candidate management and closing strategies
- Manage offer negotiations and candidate conversion processes
- Hiring System Development
- Design scalable hiring processes and operating standards
- Develop Hiring Briefs, Interview Scorecards, Structured Interview Frameworks, and Debrief Processes
- Build recruiting analytics and reporting capabilities
- Implement and optimize ATS and talent operations infrastructure
- Establish hiring calibration standards across the organization
- Workforce Planning
- Translate business priorities into workforce strategies
- Partner with executives and hiring managers on organizational planning
- Support hiring prioritization and headcount allocation decisions
- Influence role definitions, job architecture, and talent evaluation frameworks
- Talent Team Building
- Build and lead a future Talent Acquisition organization
- Hire and develop Recruiters, Sourcers, and Recruiting Operations personnel
- Define operating rhythms and recruiting performance metrics
- Establish a scalable talent operating model

What Success Looks Like

- Within the first 12 months, you will:

- Build a predictable hiring engine for critical technical talent
- Create a strong pipeline of highly qualified engineering and leadership candidates
- Improve hiring quality, speed, and candidate experience
- Reduce dependency on external recruiting agencies
- Establish recruiting systems that remain effective as the company scales
- Build a world-class Talent function capable of supporting rapid organizational growth

Key Requirements

- Proven experience owning complex recruiting initiatives in startup or high-growth technology environments
- Successful track record of hiring senior technical individual contributors, technical leaders, or executives
- Experience building or redesigning recruiting processes and systems
- Strong direct sourcing and talent mapping capability
- Experience partnering closely with senior business leaders
- Experience managing candidate closing and offer negotiations
- Ability to communicate effectively in both Korean and English

We are open to candidates from both in-house and executive search environments.

Head of Talent, Head of Recruiting and Talent Acquisition Lead

Senior Talent Partner, Principal Recruiter and Talent Director

Executive Search Consultant with strong technical recruiting experience

Who Will Thrive Here

- Hunter : You proactively identify and engage talent rather than waiting for applicants.
- Closer : You know how to convert high-caliber candidates into successful hires.
- Truth-Based Seller : You can attract talent through credibility and transparency rather than hype.
- Bar Keeper : You protect hiring standards even when hiring demand is high.
- High-Intensity Operator : You combine urgency, ownership, and execution excellence.
- Technical Learner : You quickly understand complex technologies and technical hiring needs.
- Long-Term Builder : You care about creating systems, teams, and institutions that scale beyond yourself.

Why This Role?

- Build the first Talent function at a category-defining deep-tech company
- Partner directly with Founders and Executive Leadership
- Own critical hiring decisions that shape the future of the business
- Help scale a world-class engineering organization
- Competitive compensation package including meaningful equity participation

For confidential consideration, please apply directly or contact us for further information.

Contact

Jason Lee - Associate Director, JAC Recruitment Korea

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Notice: By submitting an application for this position, you acknowledge and consent to the disclosure of your personal information to the Privacy Policy and Terms and Conditions, for the purpose of recruitment and candidate evaluation.

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