Recruitment Consultant

Job Information

Recruiter
Build Plus K.K.

Hiring Company
Build+

Job ID
1615973

Industry
Recruitment Agency

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
4 million yen ~ 6 million yen

Salary Bonuses
Bonuses paid on top of indicated salary.

Salary Commission
Commission paid on top of indicated salary.

Refreshed
November 2nd, 2026 07:00

General Requirements

Minimum Experience Level
Over 1 year

Career Level
Mid Career

Minimum English Level
Business Level (Amount Used: English usage about 75%)

Minimum Japanese Level
Business Level

Minimum Education Level
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

We’re out to fix recruitment.

Build+ focuses on tech recruitment in Tokyo. We help the world’s most innovative companies grow by leveraging our One Rule: Always do what is in the best interest of your customers. Always.

This role

In this position you will be responsible for the full recruitment process for mid-career professionals within the tech industry.

This includes sourcing and screening candidates, business development and account management of client accounts, negotiation of client contracts and candidate offers, and long-term relationship management, such as after-placement care.

We have a history of hiring for potential and developing talent through our in-house training programs, but for this position we're prioritizing applicants with agency recruitment or B2B sales experience here in Japan.

Potential titles for this position include Associate, Consultant or Senior Consultant, depending on experience.

Expectations

- An ability to deliver results while staying true to our values
- 1 year+ external recruitment experience, preferably in Japan, B2B sales or relevant client-facing experience
- Business-level Japanese and English - professional verbal and written communication with clients and candidates, in both conversation and writing

About Us

Build+ (formerly Wahl+Case) began in 2010 and has grown into one of the top tech-focused recruitment companies in Japan. We have a long history of success and focus on building community within the tech and startup scene in Tokyo. We have a hybrid work style that includes flexible work times with no specific requirements about how often you work from the office. However, we do have in-office events a few times a month, and expect that consultants will also have in-person meetings with customers. Our office is located in Ebisu.

We are truly team-oriented. For us this means sharing information openly and committing not only to your own success, but to that of your teammates as well. This is just one example of how we live our values, which also include ambitious, sense of urgency, rational, transparent, humble, development focused, and socially progressive. If these values also resonate with you, be sure to let us know when you apply.

Company Description