



Morgan
McKinley

【急成長フィンテック】採用戦略責任者 | 国内・海外

年収2,000万円～（応相談）のシニアポジション

Job Information

Recruiter

Morgan McKinley

Job ID

1616671

Industry

Bank, Trust Bank

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

October 9th, 2026 22:07

General Requirements

Minimum Experience Level

Over 10 years

Career Level

Mid Career

Minimum English Level

Fluent

Minimum Japanese Level

Fluent

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

急成長中のフィンテック企業にて、国内外の採用戦略をリードする**採用戦略責任者（Head of Talent Acquisition）**を募集しています。

特にエンジニア・テクノロジー人材の採用を重要領域として、幅広い職種の採用戦略、ソーシング、採用プロセス、採用ブランディングを推進します。

経営陣とも直接連携し、事業成長に必要な人材ニーズを捉えながら、Workforce Planningと採用戦略を策定。国内外の人材市場にアプローチし、成長に合わせて採用機能を強化していくポジションです。

主な職務内容

- ・ 日本国内および海外市場の採用活動をリード
- ・ 事業成長・海外展開に向けた採用戦略を策定・実行

- ・経営陣や各部署の採用担当者と連携し、人員計画や人材ニーズを整理
- ・エンジニア・テクノロジー人材の採用を推進し、国内外のタレントプールを活用
- ・採用プロセスやソーシング戦略を構築・改善
- ・Employer Branding施策を企画・推進
- ・事業成長に合わせて、スケーラブルな採用体制・プロセスを構築
- ・TA機能のマネジメント・強化を推進

Join a fast-growing **fintech company in Tokyo** as **Head of Talent Acquisition**, taking ownership of recruitment strategy across Japan while supporting continued international expansion.

This is a senior leadership opportunity for an experienced **bilingual Japanese-English Talent Acquisition professional** who understands the challenges of hiring in Japan's competitive technology market. You will develop and execute recruitment strategies across multiple business functions, with a particular focus on **engineering and technology talent**.

Working closely with senior leadership and hiring managers, you will shape workforce planning, strengthen local and international talent pipelines, and build scalable recruitment processes that support the company's next stage of growth.

Key Responsibilities

- ・Lead **end-to-end Talent Acquisition** across Japan and international markets, supporting hiring across a broad range of business functions.
- ・Develop and execute recruitment strategies aligned with rapid business growth and the company's overseas expansion plans.
- ・Partner closely with senior leadership and hiring managers on **workforce planning, hiring priorities and talent requirements**.
- ・Lead **technology and engineering recruitment**, leveraging both Japanese and global talent markets to identify high-quality candidates.
- ・Build scalable recruitment processes, sourcing strategies and **employer branding initiatives** to strengthen the company's ability to attract talent.
- ・Develop talent pipelines that support both immediate hiring requirements and longer-term workforce needs.
- ・Manage and further develop the **Talent Acquisition function** as the organisation continues to scale.

Required Skills

必須条件 経験・資格：

- ・Talent Acquisition / 採用領域における豊富な実務経験
- ・日本国内および海外市場での採用経験
- ・エンジニア・IT / テクノロジー人材の採用に関する知識・経験
- ・採用プロセス、ソーシング、採用ブランディングに関する知見
- ・大卒以上（または同等の資格・経験）

ソフトスキル：

- ・経営陣を含むステークホルダーとの関係構築・調整力
- ・急成長・変化の多い環境に対応できる柔軟性
- ・採用戦略を牽引するリーダーシップ

語学力：

- ・日本語：流暢
- ・英語：流暢

歓迎条件

- ・チームマネジメント経験
- ・フィンテックの業界経験

採用企業について

日系フィンテック企業。

日本国内および海外で事業を拡大中の成長企業です。

国内での事業拡大に加え、海外展開も進めており、グローバルな成長フェーズにあります。

事業の拡大に伴い、エンジニア・テクノロジー人材をはじめとする採用を強化。国内外の人材市場を活用しながら、組織の成長を支える採用基盤の構築を進めています。

この求人がおすすめの理由

- ・急成長中の日系フィンテック企業で、採用戦略の中核を担える
- ・国内だけでなく海外市場も含めた採用戦略をリードできる
- ・経営陣やビジネスと直接連携し、事業成長に直結する採用を推進できる
- ・採用部門のマネジメント・強化を通じて、リーダーシップを発揮できる
- ・在宅勤務OK
- ・フレックスタイム制あり
- ・年収2,000万円〜（応相談）のシニアポジション

Required Skills and QualificationsExperience:

- Over **10 years of professional experience**, with strong hands-on experience in **Talent Acquisition and recruitment**.
- Demonstrated experience recruiting across both **Japan and international markets**.
- Strong understanding of **engineering and technology recruitment**, including the challenges associated with attracting specialist technology talent.
- Experience developing and executing recruitment strategies across multiple business functions.
- Bachelor's degree.

Soft Skills:

- Strong stakeholder management skills with the ability to build trusted relationships with senior business leaders and hiring managers.
- Strategic mindset combined with a hands-on approach to recruitment and execution.
- Ability to operate effectively in a **fast-paced, high-growth and evolving business environment**.
- Strong communication, collaboration and relationship-building skills across multicultural teams.

Language Requirements:

- **Japanese:** Fluent
- **English:** Fluent
- Strong written and verbal communication skills in both Japanese and English to support recruitment across domestic and international markets.

Preferred Skills & Qualifications

- Previous **people management experience** is preferred but not mandatory.
- Experience scaling a Talent Acquisition function within a high-growth organisation.
- Exposure to recruitment within **fintech, technology or other rapidly growing digital businesses** would be beneficial.
- Experience developing employer branding, sourcing strategies or scalable recruitment processes.

About the Company

Our client is a **fast-growing fintech company** expanding its presence in Japan and internationally.

As the business enters its next stage of growth, attracting highly skilled professionals-particularly within engineering and technology-is an important part of its expansion strategy. This creates an opportunity for an experienced Talent Acquisition leader to influence how the organisation attracts, hires and develops its talent pipeline across both Japan and global markets.

Why You'll Love Working Here

- **Leadership opportunity:** Take ownership of Talent Acquisition and play a central role in shaping the company's recruitment strategy.
- **International exposure:** Lead hiring initiatives across both Japan and overseas markets as the company expands globally.
- **Career development:** Grow your leadership experience within a rapidly expanding fintech organisation.
- **Strategic impact:** Partner directly with senior leadership on workforce planning and critical hiring priorities.
- **Technology recruitment:** Build talent strategies for highly sought-after engineering and technology professionals.
- **Flexible working:** Benefit from remote and work-from-home options together with flexible working hours.
- **Modern work culture:** Enjoy a casual clothing environment designed for a growing, dynamic organisation.
- **Competitive package:** Receive competitive compensation and benefits.

Company Description

Morgan McKinleyは国際的な人材コンサルティング会社として、さまざまな業界・分野をリードする採用企業様と、スペシャリストとしてのスキルを有する人材とを結びつけるお手伝いをしています。1988年の創立以来、Morgan McKinleyの名は、「卓越した質のサービス」「市場知識の豊富さ」「No.1企業であり続けようとする強い意志」、そして何よりも「実績」を体現する会社として知られています。

リクルーティング スペシャリストである弊社コンサルタントまでお気軽にお問い合わせください。