



TA Manager/Director

Job Information

Recruiter

JAC International Co., Ltd.

Hiring Company

A Global Leader in Insurance

Job ID

1617185

Industry

Other

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

October 15th, 2026 15:17

General Requirements

Minimum Experience Level

Over 3 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Business Level

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

- Develop and execute mid-career recruitment strategies to support annual hiring objectives of approximately 200 employees.
- Create and implement recruitment plans aligned with the workforce needs of individual business functions.
- Partner closely with the RPO team to deliver an efficient and high-quality recruitment process, including candidate engagement and interview management.
- Build and strengthen talent pipelines for hard-to-fill and highly specialized positions.
- Establish recruitment KPIs, monitor performance, analyze hiring data, and implement continuous process improvements.
- Utilize ATS platforms to enhance recruitment efficiency through effective data management and reporting.
- Collaborate with HR Business Partners and business stakeholders to align hiring strategies with organizational goals.
- Lead and develop the RPO team, contributing to overall team capability and recruitment excellence.

Employee Benefits:

#NAME?

Required Skills

- 10+ years of recruitment experience.
- Proven success managing large-scale (~100 hires/year)
- Experience recruiting for specialized and difficult-to-fill positions.
- Experience working within a global environment.
- Excellence communication skills, business fluency in both English and Japanese.
- Excellent stakeholder management, communication, and influencing skills.
- Data-driven approach to decision-making and process improvement.
- Demonstrated leadership capability and experience managing teams or external recruitment partners.

Company Description

新たに日本マーケットに参入される外資系企業や、日本でさらなるビジネス拡大をお考えの外資系企業のお客様に、私たちは最適な採用サポートを提供いたします。1975年に英国初の日系人材紹介会社としてロンドンで創業し、その後シンガポール、日本、マレーシア、インドネシア、タイ、中国の7カ国（また2011年には香港・韓国にも拠点を新設予定）でグローバル人材紹介会社として事業を拡大してきたジェイエイシーは、そのバックグラウンドから、海外文化への深い理解を持ち合わせています。グローバルに事業を展開する日系人材紹介会社のリーディングカンパニーとして、私たちは他に類のない人材ネットワークから、日本人の優秀なバイリンガル人材や外国人のプロフェッショナル人材をご提供することが可能です。幅広い業種、職種においてのエキスパートである当社のネイティブあるいはバイリンガルコンサルタントが皆様のパートナーとなり、適材適所で人材のご紹介をいたします。ジェイエイシーが築いてきた特有の歴史、文化、そしてグローバルマーケットでの強みを揺ぎない核として、日本マーケットで躍動する外資系企業のお客様のニーズにさらに的確にお答えするために、ジェイエイシーインターナショナルは誕生しました。私たちはアジアやヨーロッパのJAC Recruitment Group海外各社と緊密に連携を取り、お客様の真のニーズを把握した上で、最適なキャンディデイトをご紹介します。

?

We provide specialized proactive recruitment support to multinational clients who are setting up new operations or are expanding existing business and seeking further growth in the Japanese market. As the first Japanese recruitment company to set up operations in the UK in 1975, understanding foreign cultures is second nature to us. With our extensive global network and historically leading position as recruitment consultancy to Japanese corporations, we have access to an unrivaled pool of bilingual Japanese and foreign professionals. Our professional consultants are experts in a range of industries and functions and all have extensive multicultural experience. Based on JAC's unique history, culture and market strength, JAC International was founded to provide dedicated support to our multinational corporate clients in Japan.

JAC International Co., Ltd. is a wholly owned subsidiary of JAC Recruitment Co., Ltd.