



TA Manager

Job Information

Recruiter

JAC International Co., Ltd.

Hiring Company

Global Luxury Fashion Brand

Job ID

1617217

Industry

Other

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

8 million yen ~ Negotiable, based on experience

Refreshed

October 15th, 2026 15:18

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

Lead end-to-end recruitment activities for this Global Luxury Fashion Brand. Drive talent attraction initiatives, build strong candidate pipelines, and deliver an exceptional hiring experience to support sustainable business growth.

- Develop and execute talent acquisition strategies across corporate, retail, hospitality, and early careers hiring to support business objectives and workforce plans.
- Lead end-to-end recruitment activities, ensuring an efficient hiring process and an exceptional candidate experience.
- Partner closely with business leaders and HR stakeholders to identify talent needs, build talent pipelines, and deliver effective hiring solutions.
- Drive employer branding and campus recruitment initiatives to attract high-quality talent at all levels.
- Manage external recruitment partners and optimise recruitment channels, budgets, and resources.
- Lead and develop the Talent Acquisition team while driving continuous improvement through recruitment analytics, reporting, and process enhancement.

Employee Benefits:

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Required Skills

- 7+ years of recruitment and talent acquisition experience, including people management
- Proven track record in both experienced hire and graduate recruitment.
- Strong business partnering capabilities and ability to engage effectively with senior stakeholders.
- Fluent Japanese (native level) and English (business level).
- Strategic mindset supported by strong analytical and planning skills.
- Excellent communication, influencing, and presentation abilities.
- Experience in fashion, retail, luxury, or hospitality environments preferred.

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。

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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.