



Morgan
McKinley

【日系フィンテック】採用マネージャー | 年収1700万円〜応相談

採用戦略からチーム管理まで担い、グローバルな環境でキャリアアップを目指せます

Job Information

Recruiter

Morgan McKinley

Job ID

1619164

Industry

Bank, Trust Bank

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

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General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Fluent Level

Minimum Japanese Level

Fluent Level

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で、国内外の採用活動をリードする採用マネージャーの募集です。

採用戦略の立案からチームマネジメントまで幅広く携わり、基本給1,700万円〜の好待遇と柔軟な働き方が魅力です。

エンジニア採用の経験を活かし、採用組織の強化やグローバルな環境でのキャリアアップを目指す方におすすめです。

主な職務内容

- 採用戦略・実行：日本国内および海外市場における採用活動を統括し、特にエンジニア・テクノロジー人材の採用を推進する。
- 採用チームのマネジメント：TAチームの育成・指導を行い、採用目標の達成とチーム全体のパフォーマンス向上を目指す。
- 採用プロセスの構築・改善：大規模採用に対応できる仕組みやプロセスを整備し、中長期的な人材パイプラインを

構築する。

- ・ **事業部門・海外関係者との連携**： ビジネスリーダーやグローバルチームと連携し、人材ニーズを把握したうえで採用優先順位を調整する。
- ・ **採用データの分析・最適化**： 採用KPIをモニタリングし、候補者のソーシング戦略や採用活動の効率を改善する。
- ・ **候補者体験・採用ブランドの向上**： 候補者にとって魅力的な選考体験を実現するとともに、企業の採用ブランド強化を推進する。

Are you an experienced **Talent Acquisition Manager** with a strong background in **technology recruitment, engineering hiring, and recruitment team leadership**?

Join a well-established, rapidly growing **global fintech company in Tokyo** and take a leading role in building high-performing teams across Japan and international markets.

As a Talent Acquisition Manager, you will oversee **end-to-end recruitment, technical talent acquisition, high-volume hiring, and recruitment strategy development**, with a particular focus on engineering and technology professionals.

You will lead and develop a talent acquisition team, collaborate closely with senior business leaders and global stakeholders, and implement scalable recruitment processes that support continued business growth.

This position combines **strategic talent acquisition leadership with hands-on recruitment execution**, making it an excellent opportunity for an experienced recruitment professional who enjoys delivering results in a fast-paced, technology-driven environment.

You will also play a key role in strengthening the company's employer brand, optimizing recruitment performance, and building sustainable talent pipelines.

Based in **Tokyo**, this opportunity offers the chance to advance your career in **Talent Acquisition Management, Technical Recruitment, HR Leadership, and Global Hiring** within the fintech industry.

Key Responsibilities

- ・ **Talent Acquisition Strategy**: Develop and execute recruitment strategies aligned with business growth objectives, workforce planning, and hiring priorities across Japan and international markets.
- ・ **End-to-End Recruitment Management**: Lead the full recruitment lifecycle, including talent sourcing, candidate screening, interview coordination, selection, offer management, and hiring process optimization.
- ・ **Engineering & Technology Recruitment**: Drive hiring initiatives for **software engineering, IT, technology, and other technical positions**, ensuring access to high-quality talent in competitive markets.
- ・ **Recruitment Team Leadership**: Manage, coach, and develop the talent acquisition team, setting clear performance expectations and supporting professional development.
- ・ **High-Volume Hiring**: Oversee large-scale recruitment initiatives while maintaining hiring quality, operational efficiency, and a positive candidate experience.
- ・ **Talent Pipeline Development**: Build scalable sourcing strategies and sustainable talent pipelines to support current and future recruitment needs.
- ・ **Business Stakeholder Partnership**: Collaborate with hiring managers, senior business leaders, and HR stakeholders to understand workforce requirements and establish recruitment priorities.
- ・ **Global Recruitment Collaboration**: Coordinate recruitment activities with international stakeholders and support cross-border hiring initiatives.
- ・ **Recruitment KPI Management**: Monitor key recruitment metrics, evaluate hiring performance, and identify opportunities to improve sourcing effectiveness and recruitment efficiency.
- ・ **Recruitment Process Improvement**: Standardize and optimize recruitment workflows, tools, and processes to support a growing business.
- ・ **Employer Branding**: Strengthen the company's employer brand and talent market positioning to attract and engage high-caliber candidates.
- ・ **Candidate Experience**: Ensure a professional, efficient, and engaging recruitment process that supports positive candidate relationships.
- ・ **Data-Driven Recruitment**: Use recruitment data and market insights to evaluate hiring strategies, improve decision-making, and support business growth.

Required Skills

必須条件経験・資格：

- ・ 採用/タレントアクイジション領域における実務経験
- ・ 特に、エンジニア・テクノロジー人材の採用経験
- ・ 採用チームのマネジメント、育成、またはチームのパフォーマンス向上に携わった経験
- ・ 海外採用や国境を越えた採用活動に関する経験・知見
- ・ 大学卒業以上、または同等の学歴・資格。

ソフトスキル：

- ・ 事業部門や経営層など、多様な関係者と円滑に連携できる高い調整力
- ・ 自らも手を動かし、目標達成に向けて主体的に行動できる実行力

語学力：

- ・ 日本語：上級ビジネスレベル以上（読み書き会話）
- ・ 英語：上級ビジネスレベル以上

歓迎条件

- ・急成長企業やフィンテック企業など、変化の速い環境での採用経験
- ・採用KPIの分析やデータ活用を通じて、採用戦略・プロセスを改善した経験

採用企業について

日本を代表するフィンテック企業。

成長を続けており、事業拡大に伴い、優秀な人材の採用と組織づくりを通じて、さらなる成長を目指しています。

この求人がおすすめの理由

- ・急成長中の企業で採用をリードし、事業拡大に貢献できる
- ・海外採用や戦略やチーム育成も担える
- ・変化の早いフィンテック業界で、最先端のビジネスに携われる
- ・ワークライフバランス良好
- ・基本給1700万円〜（経験スキルにより応相談）

Required Skills and Qualifications Experience:

- ・ **Proven professional experience in Talent Acquisition, Recruitment Management, or In-House Recruiting**, preferably within a technology-driven organization.
- ・ Strong hands-on experience in **engineering recruitment, IT recruitment, or technology talent acquisition**.
- ・ Demonstrated experience **managing, coaching, or developing a recruitment team**.
- ・ Experience managing **end-to-end recruitment processes**, from sourcing and candidate assessment through offer management.
- ・ Practical experience supporting **high-volume hiring or recruitment initiatives in a growing business**.
- ・ Exposure to **international recruitment, cross-border hiring, or global talent acquisition operations**.
- ・ Ability to develop and implement effective recruitment strategies, sourcing approaches, and talent pipelines.
- ・ Experience collaborating with hiring managers and senior business stakeholders on recruitment requirements.
- ・ Bachelor's degree or equivalent educational qualification.

Soft Skills:

- ・ **Excellent stakeholder management and communication skills**, with the ability to build trusted relationships with senior business leaders and hiring managers.
- ・ Strong leadership and coaching abilities, with a commitment to developing high-performing recruitment teams.
- ・ **Hands-on, proactive, and results-driven mindset**, with the ability to balance strategic planning and recruitment execution.
- ・ Strong analytical and problem-solving skills to identify recruitment challenges and improve hiring outcomes.
- ・ Ability to manage competing priorities and deliver recruitment targets in a fast-paced business environment.
- ・ Adaptability and resilience when responding to changing business needs and evolving hiring requirements.
- ・ Strong organizational and project management skills, particularly when managing multiple recruitment initiatives.
- ・ Collaborative approach to working with global teams, HR colleagues, and cross-functional stakeholders.
- ・ Commitment to providing a high-quality candidate experience and maintaining professional recruitment standards.

Language Requirements:

- ・ **Japanese: Fluent level** - required for recruitment activities, candidate engagement, hiring manager communication, and stakeholder management in Japan.
- ・ **English: Fluent level** - required for collaboration with global stakeholders, international recruitment coordination, and communication across overseas teams.
- ・ Strong **written and verbal communication skills in both Japanese and English** are important for success in this bilingual role.

Preferred Skills & Qualifications

- ・ **6+ years of experience** in talent acquisition, technical recruitment, or related recruitment functions.
- ・ Previous experience as a **Talent Acquisition Manager, Recruitment Manager, Talent Acquisition Lead, or Senior Technical Recruiter**.
- ・ Recruitment experience within the **fintech, financial technology, financial services, software, or technology industries**.
- ・ Strong track record of hiring **software engineers, IT professionals, and other specialized technology talent**.
- ・ Experience leading recruitment teams through periods of rapid business growth or organizational expansion.
- ・ Experience designing scalable recruitment strategies for **high-volume hiring and competitive technology talent markets**.
- ・ Familiarity with **recruitment KPIs, hiring analytics, talent sourcing optimization, and data-driven recruitment practices**.
- ・ Experience supporting global recruitment initiatives and coordinating hiring across multiple countries or regions.
- ・ Background in **employer branding, candidate experience improvement, or recruitment process transformation**.
- ・ Experience partnering with senior leadership on workforce planning and strategic hiring priorities.

About the Company

Our client is a **well-established and rapidly expanding fintech company** operating in a dynamic, technology-driven financial services environment.

The organization combines financial services expertise with innovative technology to support its business growth and evolving customer needs.

With continued expansion across Japan and international markets, the company is focused on attracting and developing high-caliber talent, particularly within **engineering, software development, and technology functions**.

The business offers an energetic and collaborative working environment where talent acquisition plays an important role in supporting strategic growth.

Joining this organization provides the opportunity to contribute directly to business expansion while building a high-performing recruitment function within the **fintech and financial technology industry**.

Why You'll Love Working Here

- **Highly Competitive Compensation:** Annual salary of **¥17M-¥20M**, reflecting the strategic importance and leadership responsibilities of the role.
 - **Leadership Opportunity:** Lead, coach, and develop a talent acquisition team while shaping recruitment performance and hiring strategies.
 - **Growing Fintech Business:** Join a well-established company experiencing strong business growth and expanding recruitment needs.
 - **Strategic & Hands-On Role:** Combine recruitment strategy development with direct involvement in engineering and technology hiring.
 - **Global Recruitment Exposure:** Work with international stakeholders and contribute to recruitment initiatives across Japan and overseas markets.
 - **High-Impact Business Contribution:** Play a key role in attracting the engineering and technology talent needed to support business growth.
 - **Recruitment Process Ownership:** Drive improvements in sourcing strategies, recruitment workflows, talent pipelines, and candidate experience.
 - **Strong Work-Life Balance:** Join an organization that values employee well-being and offers a supportive working environment.
 - **Flexible Working Arrangements:** Benefit from **remote work and work-from-home options**, subject to company policies.
 - **Casual Workplace Culture:** Enjoy a professional yet relaxed working environment with casual dress arrangements.
 - **Competitive Benefits:** Access a competitive compensation and benefits package within a growing international fintech organization.
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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。