【外資系メーカー】採用リーダー｜日本法人の採用を牽引

リーダー経験不問；採用関連経験５年〜

Job Information

Recruiter
Morgan McKinley

Job ID
1621651

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
Daily Conversation Level

Minimum Japanese Level
Native Level

Minimum Education Level
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

世界的に高いブランド認知度を誇る外資系建設機械・重機メーカーにて、日本国内の採用活動をリードする採用リーダーを募集しています。

本ポジションでは、中途採用戦略の立案・実行、ダイレクトリクルーティング、採用チームのリード、採用ブランディングなど、日本法人の採用活動全般を担当します。

関連実務経験5年〜、リーダーシップ経験を積みたい方のご応募をお待ちしています。

主な職務内容

- **採用戦略の立案：** 日本法人の事業戦略や人員計画に基づき、採用方針、採用計画、具体的な採用施策を策定・推進。
- **採用活動全般のマネジメント：** 採用ニーズの把握から候補者の発掘、選考、採用決定まで、日本国内の中途採用プ

ロセス全体を管理。
- **採用チームのリード：** 採用担当メンバーへの業務支援、進捗管理、課題解決を通じて、チーム全体の採用活動を推進。
- **ステークホルダーマネジメント：** 各部門の採用責任者、人事部門、事業リーダーと連携し、採用要件の明確化と最適な採用手法の検討を実施。
- **グローバルチームとの連携：** 海外の人事・タレントアクイジションチームと協働し、グローバル方針を踏まえた日本市場向けの採用活動を展開。
- **採用ブランディングの強化：** 企業の魅力やブランド価値を候補者に伝える採用広報・エンプロイヤーブランディング施策を企画・推進。

Are you an experienced Talent Acquisition Lead or Recruitment Manager looking to take ownership of recruitment strategy for a global manufacturing organisation in Japan?

Join a global leader in construction equipment and heavy machinery in Tokyo, where you will lead talent acquisition activities across the Japanese business. This position offers the opportunity to shape recruitment strategy, strengthen employer branding, and attract professionals who will support the company's continued growth.

As the Talent Acquisition Lead, you will oversee end-to-end recruitment, lead and support the recruitment team, and collaborate with hiring managers and international stakeholders to deliver effective hiring solutions.

This role is ideal for an experienced in-house recruiter, talent acquisition specialist, or recruitment team leader who enjoys combining strategic recruitment planning with hands-on candidate sourcing and stakeholder management.

Key Responsibilities

- Talent Acquisition Strategy: Develop and execute recruitment strategies aligned with business objectives, workforce requirements, and organisational growth plans in Japan.
- End-to-End Recruitment Management: Oversee recruitment activities across the Japanese business, from hiring needs assessment and candidate sourcing through selection and hiring.
- Direct Sourcing & Talent Identification: Identify and engage suitable candidates through proactive sourcing methods, talent mapping, and professional networks.
- Recruitment Team Leadership: Lead and support the recruitment team, providing guidance, coordination, and operational support to achieve hiring objectives.
- Stakeholder Management: Partner with hiring managers, HR colleagues, and business leaders to understand recruitment needs and develop effective hiring solutions.
- Global Collaboration: Work closely with international HR and talent acquisition teams to align local recruitment activities with global hiring priorities.
- Employer Branding: Develop and support employer branding initiatives to strengthen the company's visibility and attractiveness to potential candidates.
- Recruitment Planning & Prioritisation: Manage recruitment priorities, coordinate hiring projects, and allocate resources effectively to support business requirements.
- Recruitment Process Improvement: Identify opportunities to improve recruitment processes, candidate engagement, and hiring effectiveness.
- Business Growth Support: Contribute to the company's continued development by attracting talent with the technical and professional capabilities required for its operations.

Required Skills

必須条件 経験・資格：

- 中途採用経験 5年以上
- ダイレクトリクルーティング、ソーシングの経験
- 採用要件の確認、候補者対応、選考調整、採用決定までの一連の中途採用業務に関する知識・経験
- 大学卒業以上

ソフトスキル：
- **優先順位判断・タスク管理能力** 複数の採用案件や業務の優先順位を的確に判断し、効率的かつ計画的に遂行する能力
- **プロジェクト推進・実行力** 関係者との調整を図りながら、プロジェクトを主体的に推進し、成果につなげる能力
- **課題解決力・交渉力** 採用におけるさまざまな課題や障壁を一つずつ解消し、最適な合意形成を実現する能力

語学力：
- **日本語：** ネイティブレベル
- **英語：** 中級以上

歓迎条件
- 製造業、建設機械、重機、産業機械など、関連業界における中途採用・人事経験
- 採用ブランディングの知識

採用企業について
大手外資系建設機械・重機メーカー。

グローバル市場で高いブランド認知度を有し、専門性の高い製品と技術力を強みに、建設機械・産業機械分野で事業を展開しています。

この求人がおすすめの理由
- **世界的なブランド力：** 世界的に高い知名度とブランド力を誇る企業で働けます。
- **リーダー職：**今後のキャリアにつながるマネジメント経験を積めます。

- **専門性の高い業界：** 建設機械、重機、製造業、技術系職種などの採用を通じて、専門領域への理解を深められます。
- **人を通じて企業価値を創出：** **優秀な人材の採用と組織づくりを通じて、企業の将来を支える重要な役割を担えます。**

Required Skills and QualificationsExperience:
- Talent Acquisition Experience: At least 5 years of professional experience in mid-career recruitment, including sourcing, candidate assessment, and recruitment process management.
- Direct Sourcing Expertise: Proven ability to proactively identify, approach, and engage qualified candidates through direct sourcing and other recruitment channels.
- Recruitment Strategy: Experience planning and executing recruitment activities based on business needs and hiring priorities.
- End-to-End Recruitment: Practical experience managing recruitment processes, coordinating with hiring managers, and supporting successful hiring outcomes.
- Stakeholder Management: Experience working with hiring managers, HR teams, and business stakeholders to understand recruitment requirements and deliver hiring solutions.
- Recruitment Project Management: Ability to manage multiple recruitment activities, prioritise vacancies, and coordinate hiring processes effectively.
- Education: Bachelor's degree.

Soft Skills:
- Prioritisation & Organisation: Strong ability to prioritise recruitment requirements, manage competing deadlines, and maintain progress across multiple hiring projects.
- Problem-Solving: Ability to identify recruitment challenges, evaluate available options, and implement practical solutions.
- Communication Skills: Strong interpersonal and communication abilities to engage effectively with candidates, hiring managers, and internal stakeholders.
- Leadership & Collaboration: Ability to guide and support colleagues while working collaboratively with HR and business teams.
- Proactive Mindset: Self-motivated approach to identifying talent, improving recruitment processes, and driving hiring activities forward.
- Stakeholder Engagement: Ability to build productive relationships and influence stakeholders throughout the recruitment process.

Language Requirements:
- Japanese: Native-level proficiency for candidate communication, recruitment activities, and stakeholder engagement in Japan.
- English: Conversational to intermediate-level proficiency for communication and collaboration with international colleagues.

Preferred Skills & Qualifications
- Previous experience in talent acquisition, recruitment, or HR within manufacturing, construction equipment, heavy machinery, or industrial businesses.
- Experience working as an in-house recruiter, Talent Acquisition Lead, or Recruitment Team Leader within a multinational organisation.
- Experience leading or supporting recruitment teams and coordinating hiring activities across multiple business functions.
- Familiarity with sourcing technical, engineering, manufacturing, or other specialist professionals.
- Experience collaborating with global talent acquisition teams or international HR stakeholders.
- Knowledge of employer branding initiatives and candidate attraction strategies within competitive recruitment markets.
- Experience improving recruitment processes and supporting hiring initiatives during periods of business growth.

About the Company
Our client is a global leader in the manufacturing and distribution of construction equipment and heavy machinery, recognised for its strong brand reputation and established presence in the industrial sector.

The organisation operates in a highly technical industry, combining specialised products, engineering expertise, and professional services to support its customers and business partners.

With an international business environment and a strong focus on organisational development, the company recognises the importance of attracting skilled professionals to support its continued growth.

The Talent Acquisition Lead will play an important role in strengthening recruitment capabilities across Japan, working closely with local business leaders and global colleagues to secure the talent required for future business success.

Why You'll Love Working Here
- Globally Recognised Employer: Join a well-established international leader in construction equipment and heavy machinery with strong brand recognition.
- Recruitment Leadership Opportunity: Take responsibility for talent acquisition activities across Japan and contribute to the company's hiring strategy.
- Strategic Business Impact: Support organisational growth by identifying and attracting professionals who will strengthen the business.
- Ownership & Responsibility: Lead recruitment initiatives, manage hiring priorities, and influence recruitment decisions across the organisation.
- Team Leadership Experience: Guide and support the recruitment team while developing your leadership and stakeholder management capabilities.
- Global Collaboration: Work with international HR and talent acquisition colleagues, gaining exposure to recruitment practices within a multinational organisation.
- Employer Branding Opportunities: Help strengthen the company's reputation as an employer and improve its ability to attract specialist talent.
- Technical Industry Exposure: Develop a deeper understanding of manufacturing, construction machinery, heavy equipment, and specialist industrial recruitment.

- Professional Development: Expand your expertise in talent acquisition strategy, direct sourcing, recruitment operations, and HR leadership.
- Meaningful Contribution: Combine your recruitment expertise with a people-focused approach to help build the teams that support the company's future.

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。