SPECIALIZED GROUP Understanding People

TA Manager / 採用責任者 | 半導体・年収1500万円

Up to ¥15M salary

Job Information

Recruiter
Specialized Group

Job ID
1623289

Industry
Electronics, Semiconductor

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
Negotiable, based on experience

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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

Talent Acquisition Manager 採用マネージャー | Recruitment Management - Competitive salary, Low turnover

Overview

Our client is seeking a Talent Acquisition Partner for a top tier global company specializing in semiconductor technology. This manager-level role offers the opportunity to lead large-scale recruitment efforts, including mid-career and graduate hiring, and to manage collaborative projects with external vendors. The position offers a competitive salary of up to 15 million yen and is based in Tokyo, Japan, within a company known for its low turnover rate.

Key Responsibilities:

- Plan and execute recruitment from hiring to onboarding
- Manage mid-career and graduate recruitment
- Coordinate recruitment projects with external vendors
- Oversee internal transfers and external recruitment channels

- Lead employer branding and PR activities for recruitment
- Analyze recruitment metrics to improve hiring strategies
- Manage social media campaigns targeting potential candidates
- Utilize ATS and HRIS software to streamline recruitment processes
- Develop relationships with universities for graduate recruitment
- Lead recruitment team and mentor junior recruiters

Requirements:

- 5+ years experience in talent acquisition or recruitment (mandatory)
- Experience managing recruitment for mid-career and graduate hires
- Proficiency with recruitment channels: job boards, agencies, direct sourcing
- Experience coordinating recruitment projects with external vendors
- Knowledge of employer branding and PR strategies for recruitment
- Fluent Japanese and English communication skills
- Familiarity with applicant tracking systems (ATS) and HRIS software
- Strong project management skills for recruitment campaigns
- Experience with social media platforms for recruitment marketing
- Ability to analyze recruitment metrics and KPIs

Benefits:

- Competitive salary up to JPY 15,000,000

Company Description