

【972万円 ~ 】Talent Acquisition Lead

大手メーカーでの募集です。 採用のご経験のある方は歓迎です。

Job Information

Recruiter
JAC Recruitment Co., Ltd.

Hiring Company
大手メーカー

Job ID
1624345

Industry
Pharmaceutical

Company Type
International Company

Job Type
Permanent Full-time

Location
Hyogo Prefecture

Salary
9 million yen ~ Negotiable, based on experience

Work Hours
08:45 ~ 17:30

Holidays
詳細は求人ご紹介時にご案内いたします。

Refreshed
November 26th, 2026 16:08

General Requirements

Career Level
Mid Career

Minimum English Level
Fluent Level

Minimum Japanese Level
Native Level

Minimum Education Level
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

【求人No NJB2429220】
●Purpose

Own end to end talent acquisition across Japan and lead the evolution of the Talent Acquisition function from a transactional requisition driven model into a strategic data informed capability that shapes workforce planning strengthens the company's employer brand and delivers a high performing recruitment partnership.

The TA Lead will have full ownership of the recruitment operating model including the management of RPO and agency partnerships ensuring the successful execution of the talent acquisition strategy while driving continuous improvement and embedding best practices into day to day operations.

●Key Responsibilities
Talent Acquisition Strategy Workforce Planning
・Execute the company's talent acquisition strategy in partnership with HR Business Partners aligning hiring plans with business growth objectives and organizational capability requirements.
・Integrate external hiring and internal mobility strategies into a cohesive talent supply plan.
・Partner with business and HR leaders to translate future workforce requirements and hiring priorities into actionable recruitment plans.
・Facilitate alignment among stakeholders on success profiles assessment criteria and hiring strategies while challenging assumptions to support evidence based decision making.
・Support workforce planning initiatives through talent market intelligence and workforce data.
・Manage the end to end recruitment budget including RPO costs agency fees and campus recruiting investments.

●Strategic Sourcing Talent Pipeline Development
・Develop and execute sourcing strategies for critical hard to fill and leadership positions either directly or through RPO partners.
・Build and maintain long term talent communities and strategic talent pipelines.
・Expand talent attraction efforts beyond traditional industry competitors to access broader and more diverse talent pools.

●End to End Recruitment Delivery RPO Governance
・Own end to end recruitment delivery across the organization ensuring hiring needs are fulfilled effectively efficiently and in compliance with established processes.
・Oversee university recruiting strategy and talent pipelines as part of the overall Talent Acquisition plan.
・Lead relationships with RPO and agency partners including requisition prioritization day to day performance management and escalation handling.
・Establish and manage governance processes including SLAs scorecards and regular business reviews to ensure accountability for quality speed and compliance.
・Ensure all recruitment activities comply with company policies and applicable Japanese labor regulations.
・Monitor recruitment effectiveness and pipeline health analyze trends and implement continuous improvement initiatives.
・Leverage recruitment data to optimize sourcing channels resource allocation and partner performance.
・Govern contingent workforce programs and staffing agency relationships including temporary staffing（Haken） supplier management and regulatory compliance.

●Talent Intelligence Market Insights
・Develop and maintain talent market intelligence capabilities including talent mapping competitor analysis and labor market research.
・Advise business and HR leaders on talent availability hiring risks and viable talent acquisition strategies.
・Translate market insights into sourcing strategies and workforce planning decisions.

●Candidate Experience Employer Brand Japan Market Expertise
・Champion an exceptional candidate experience throughout all stages of the recruitment process including activities managed by RPO partners.
・Lead initiatives to enhance recruitment capability among hiring managers and interview teams.
・Strengthen the company's Employer Value Proposition（EVP） and enhance its reputation among key talent segments.
・Adapt global Talent Acquisition practices to the Japanese market including strategies for attracting bilingual and niche talent while maintaining alignment with global standards.
・Represent Japan within the global Talent Acquisition community and contribute to the design and implementation of global TA programs.

Required Skills

【Basic Requirements】
・Over 10 years of HR experience with a strong background in talent acquisition
・Demonstrated experience managing and developing a recruitment team with the credibility and coaching skills to lead a direct report and grow the function's capability over time
・Strong track record building and executing a talent acquisition strategy that connects to broader workforce planning not just requisition fulfilment
・Experience across the full recruitment lifecycle ・ strategic sourcing stakeholder advisory employer branding and data driven performance management ・ ideally spanning both technical/professional and leadership level hiring
・Well developed stakeholder management skills with the seniority and confidence to advise and influence senior business and HR leaders
・Proficient in business level Japanese and English

【Additional Preferences】
・Direct hands on experience owning or managing an RPO staffing agency or other outsourced recruitment partnership including SLA design governance routines and performance/escalation management
・Working knowledge of the Japan talent market and local employment regulations

Company Description

ご紹介時にご案内いたします