



# MAKANA

## Research Associate (Researcher)

### Job Information

**Hiring Company**[Makana Partners K.K.](#)**Job ID**

1276823

**Industry**

Recruitment Agency

**Company Type**

Small/Medium Company (300 employees or less)

**Non-Japanese Ratio**

Majority Japanese

**Job Type**

Permanent Full-time

**Location**

Kanagawa Prefecture, Yokohama-shi Nishi-ku

**Train Description**

Minatomirai Line, Minatomirai Station

**Salary**

3.5 million yen ~ 6 million yen

**Salary Commission**

Commission paid on top of indicated salary.

**Refreshed**

May 13th, 2024 02:00

### General Requirements

**Minimum Experience Level**

Over 1 year

**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

The Research Associate is responsible for ensuring a strong candidate pipeline strategy for all Makana Partners' clients through indirect and direct candidate sourcing, sourcing channel optimization, and proactive development of talent pools. To achieve personal targets and contribute to the overall success and positive image of Makana Partners through candidate and client interaction, demonstrating the highest level of ethical behavior and personal integrity with a positive and proactive attitude while working with colleagues.

**Key Responsibilities**

- Work closely with consultants to align sourcing activities
  - Identify the channels and strategy to source candidates matching client requirements
  - Ensure the development and optimization of broad range sourcing channels that will improve the quantity and quality of talent pools
  - Measure and monitor the effectiveness of the strategic sourcing framework against predefined outcomes
  - Assist clients in clearly defining and developing a compelling employee value proposition and incorporate this into the sourcing strategy framework
  - Source, secure, and leverage relevant media and communication channels
  - Ensure effective candidate relationship management strategies are developed and utilized to build strong relationships with the passive candidate community
  - Define and lead the framework for client sourcing strategies: gathering competitive intelligence, developing targeted sourcing platforms, conducting research into competing companies, and creating talent maps
  - Partners with consultants to generate ideas and share information to facilitate effective searches
  - Provides responsive and proactive customer service via telephone, email, etc.
  - Provides support, advice, and coaching to colleagues
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**Required Skills****Qualifications and Experience**

- 1-2+ years of sales or HR experience
  - English and Japanese (business proficiency and above)
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**Company Description**

At Makana Partners, we believe that talent and opportunities are universal gifts. By connecting the two, the possibilities are limitless. We pride ourselves in providing the highest quality service based on trust and integrity, and hope to create a community where talent and opportunities can meet unhindered. As all gifts need to be nurtured, we understand the importance of long term relationships. We hope to add value each step of the way during our journey together.

**Service**

Makana Partners supports mid-senior search based in Japan, on a contingent or retained basis. We offer market intelligence and strategy to identify, source, and secure top talent. Using our technology and our expansive network, we are able to introduce the best talent for your organization considering skills, experience, and culture fit. Throughout the search, we will feedback on the reputation of your company, how the process can be improved, and align expectations between stakeholders and against market trends.

For talent, we understand the importance of your career. As such, we will advise on internal as well as external opportunities across multiple industries, for the short and long term so you can make the right decisions. We consider your passion and life objectives when introducing opportunities.