SMART PARTNERS®
PRACTICAL CONSULTING

# Talent Aquisition Role INTERNAL

> **Stable European Gaishikei set to grow!**

## 募集職種

**人材紹介会社**
Smart Partners株式会社

**求人ID**
1528028

**業種**
ITコンサルティング

**雇用形態**
正社員

**勤務地**
東京都 23区

**給与**
450万円 ~ 750万円

**更新日**
2026年11月14日 03:00

## 応募必要条件

**職務経験**
3年以上

**キャリアレベル**
中途経験者レベル

**英語レベル**
ビジネス会話レベル (英語使用比率: 50%程度)

**日本語レベル**
ビジネス会話レベル

**最終学歴**
短大卒： 準学士号

**現在のビザ**
日本での就労許可が必要です

## 募集要項

**Tech Talent Acquisition Lead – Growing IT Services Firm**

A well-established (European Gaishikei) IT services and consulting firm with European founders still actively involved in the business is looking for a **Tech Talent Acquisition Lead** to join their team. With several major new clients onboard and a strong pipeline of open positions, the company is entering an exciting growth phase focused on both revenue and profit expansion.

This is a fantastic opportunity for an experienced recruiter to step into a leadership role, help build the team, create recruitment processes, and make a tangible impact on the business.

**What You'll Do:**

- Lead end-to-end recruitment for technology positions, with a strong focus on **IT infrastructure roles** (network engineers, system engineers, project managers, etc.).
- Build, refine, and own recruitment processes, workflows, and team operations.

- Collaborate directly with account managers, hiring managers, and senior leadership to align hiring strategies with business needs.
- Act as a key point of contact for clients and candidates throughout the hiring process.
- Develop proactive sourcing strategies to build strong talent pipelines for current and future hiring.
- Contribute to employer branding initiatives and represent the company professionally in the market.
- Mentor junior recruiters and play a key role in scaling the recruitment function.

## スキル・資格

**What We’re Looking For:**

- Proven experience in **IT recruitment**, ideally with a focus on **IT infrastructure positions** (networks, servers, cloud, data centers, etc.).
- Solid knowledge of the Japan technology talent market.
- Background in agency, RPO, or in-house recruitment environments.
- Strong organizational skills with the ability to manage multiple roles and deadlines.
- Comfortable working directly with clients, candidates, and cross-functional teams.
- Process-driven mindset with a proactive approach to solving challenges.
- Fluent English required; Japanese skills are a strong advantage but not essential.

**What’s on Offer:**

- Competitive salary package with clear growth opportunities.
- Direct collaboration with European founders and international leadership still hands-on in the business.
- A chance to build and shape the recruitment function in a stable, growing company.
- A respected, professional environment with a strong reputation in Japan’s IT services market.
- Opportunity to make a visible impact as the company grows revenue and profit.

## 会社説明