



PR/095367 | Talent Acquisition Leader

## 募集職種

人材紹介会社

JAC Recruitment Vietnam Co., Ltd

求人ID

1566016

業種

ソフトウェア

雇用形態

正社員

勤務地

ベトナム

給与

経験考慮の上、応相談

更新日

2026年01月13日 13:00

## 応募必要条件

職務経験

6年以上

キャリアレベル

中途経験者レベル

英語レベル

基礎会話レベル

日本語レベル

基礎会話レベル

最終学歴

短大卒：準学士号

現在のビザ

日本での就労許可は必要ありません

## 募集要項

Job Title

TA Leader

Location

Hanoi

JOB Responsibilities

- Plan and implement recruitment strategies according to the company's development needs.
- Manage and effectively utilize recruitment channels; collaborate with headhunters to attract high-quality candidates.
- Oversee the entire recruitment process: job posting, CV screening, interviews, offer negotiation, and onboarding.

- Work closely with the TA Manager / Tech Lead to understand staffing needs and provide suitable recruitment solutions.
- Build and maintain a Talent Pipeline for hard-to-fill IT positions, ensuring a continuous flow of quality candidates.
- Monitor, analyze, and report recruitment metrics: time-to-fill, cost-per-hire, quality-of-hire, to improve efficiency.
- Develop and implement recruitment communication strategies to enhance the company's image on platforms such as LinkedIn, Facebook, ITviec, TopCV, etc.
- Coordinate with the Internal Communications department to organize activities that attract talent and engage employees.
- Lead, coach, and develop the recruitment team.
- Assign tasks, guide sourcing skills, interviewing, and offer negotiation.
- Ensure recruitment KPIs are met on schedule and with quality.
- Propose improvements to recruitment processes, tools, and methods to optimize work efficiency.
- Prepare regular reports on recruitment status and future staffing plans.

#### Job Requirements

- Minimum 3-5 years of experience in recruitment, including at least 2 years in a management position.
- Knowledge of the IT labor market, technical positions, and current recruitment trends.
- Preference given to candidates with experience working in Japanese companies or multicultural environments.
- Communication, negotiation, and flexible problem-solving skills.
- Analytical, planning, and problem-solving skills.
- Time management and ability to organize work efficiently.
- Proficiency in Microsoft Office and Google applications.
- Proactive and highly responsible.
- Flexible and quick to adapt.
- Ability to work independently and as part of a team.

#### Benefits

- Competitive package
- Tet bonus and annual performance bonus; salary increase once a year.
- Quarterly teambuilding activities.
- Free company clubs: Football, Yoga, Badminton, etc.
- Full-salary insurance.
- Health insurance package.

- Annual health check-up at reputable hospitals.
- Caring for employees both physically and mentally: private lunch break area, health-friendly alkaline water purifiers, etc.

#LI-JACVN

**Notice:** By submitting an application for this position, you acknowledge and consent to the disclosure of your personal information to the Privacy Policy and Terms and Conditions, for the purpose of recruitment and candidate evaluation.

Privacy Policy Link: <https://www.jac-recruitment.vn/privacy-policy>

Terms and Conditions Link: <https://www.jac-recruitment.vn/terms-of-use>

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会社説明