Recruitment Consultant & Senior Recruitment Consultant 独占求人

More Opportunity, Better Bonus Structure

募集職種

人材紹介会社
ALBERTO株式会社

求人ID
1600771

業種
人材紹介

雇用形態
正社員

勤務地
東京都 23区

給与
1000万円 ~ 6000万円

更新日
2026年11月08日 00:00

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

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

Are you a Recruitment Consultant or Senior Recruitment Consultant looking to move?

We are looking for experienced recruiters who want more autonomy, fewer restrictions and a clearer relationship between what they bill and what they earn.

We are particularly known for Legal and Accounting recruitment in Tokyo and have signed recruitment agreements with the majority of major foreign companies in Japan. We are now looking to expand into new practice areas and are open to both individuals and established teams looking to move.

Why Join Us?

- Flat organisation with minimal internal politics
- High level of autonomy
- No unnecessary client or candidate ownership restrictions
- Freedom to create and pursue genuine business opportunities

- Highly transparent fee and reward structure
- No complicated commission tricks or hidden deductions
- Direct access to decision-makers
- Established client agreements across a large proportion of foreign companies in Japan
- Opportunity to build and own a new practice area
- Open to individuals or teams moving together

Having worked in recruitment in Tokyo for almost 20 years, I know many of the ways agencies limit what successful recruiters can really achieve and earn: ownership rules, internal fee splits, changing thresholds, complicated commission bands and attractive headline percentages that become far less attractive in reality.

I created our structure to be different: **more freedom to bill, complete transparency and better rewards for strong performers.**

If the following sounds like you, we would like to hear from you:

- Want more freedom to recruit and earn more
- Are confident in their ability to bill
- Want more autonomy and less internal politics
- Are frustrated by your agency client or candidate restrictions and ownership
- Want to build a market or new practice area
- Want their earnings to genuinely reflect their performance
- May have considered going independent but prefer an established platform

This is not for people looking for:

- A large corporate environment
- Fancy titles and management layers
- A comfortable or cushy recruitment role
- Constant supervision

We believe strong recruiters should receive a fairer share of the value they create and decide for themselves how to spend it.

We want performers who want freedom, responsibility, the opportunity to build something and to be rewarded accordingly.

If you are an experienced recruiter or part of a team considering a move, contact Ken on 080-4118-2177 for a confidential discussion.

会社説明