



PR/096126 | Business Development Specialist, HR Consulting

募集職種

人材紹介会社

JAC Recruitment Vietnam Co., Ltd

求人ID

1607090

業種

ITコンサルティング

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09月08日 11:00

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

流暢

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

Company Overview

A company is hiring for a Business Development Specialist, HR Consulting position.

This is a core opportunity to work alongside Japanese management in developing a new HR consulting business. The role combines business development, organizational strategy, and consulting, offering the chance to transform practical organizational initiatives into valuable consulting services while contributing directly to business growth.

Job Description

- Drive the development of a new HR consulting business by leading the entire process from market research and hypothesis validation to business model development and revenue generation.
- Design business strategies by analyzing market trends and customer needs, identifying target clients, and building and validating service concepts.

- Develop and execute sales activities, including lead generation, proposal preparation, consultation scripts, client meetings, negotiations, and contract closing.
- Collect customer feedback and collaborate with the PMO team to continuously improve services and refine the business model.
- Coordinate with a management consulting partner by setting shared KPIs, managing project progress, facilitating communication, and ensuring effective cross-cultural collaboration.
- Design, review, and implement organizational strategies, including performance evaluation systems, KPI frameworks, HR regulations, and labor compliance practices. Convert internal organizational initiatives into case studies, consulting methodologies, and client services.

Requirements

- Japanese proficiency at JLPT N2 level or above with the ability to lead business meetings.
- Experience independently launching and driving a new business initiative from the ground up.
- Experience managing the full hypothesis cycle, including hypothesis development, execution, validation, and continuous improvement.
- Practical knowledge and experience in Human Resources.
- Experience designing, revising, and operating organizational systems from the company side.

Preferred

- Experience in the growth phase of a new business from 1 to 10.
- Experience designing and executing sales activities, from planning customer approaches to closing business opportunities.
- Basic knowledge of labor law, taxation, social insurance, and HR compliance.
- Ability to understand Profit and Loss (P&L) statements and Balance Sheets (B/S) at a level sufficient to manage business profitability.

Benefits

- 13th-month bonus.
- Gifts and celebrations for important personal and company milestones.
- Company events and parties on special occasions.
- Pantry stocked with snacks and weekly Happy Friday refreshments.
- Annual salary review.
- Annual health check-up at a Japanese hospital, with discounted health check-ups available for employees' family members.

#LI-JACVN

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