



## Talent Acquisition Manager | HRBP Career Track | Hybrid

### 募集職種

人材紹介会社  
株式会社SPOTTED

求人ID  
1608119

業種  
インターネット・Webサービス

雇用形態  
正社員

勤務地  
東京都 23区

給与  
700万円 ~ 1000万円

更新日  
2026年09月03日 20:00

### 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  
高等学校卒

現在のビザ  
日本での就労許可が必要です

### 募集要項

Talent Acquisition | HRBP Career Track | Tokyo | Hybrid | ¥6M-¥11M

### Description

A fast-growing B2B knowledge-platform company is looking to strengthen its recruitment function. As new business lines launch, the company is increasingly hiring for first-of-their-kind positions, and the current recruitment model is starting to show its limits.

The role calls for someone who won't simply execute an existing playbook, but who will build a personal recruitment strategy, diversify sourcing channels (direct scouting, social, referrals), and grow into a broader HRBP role over time.

### Why this role

- Recruitment is a company priority, with real budget and executive backing
- Fast decision-making
- Clear path to HRBP

### Responsibilities

- Define recruitment strategy and hiring requirements
  - Diversify recruitment channels beyond agencies
  - Design the selection process and candidate experience
  - Build and deliver interviewer training
  - Optimize interview/consultation operations
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### スキル・資格

#### Requirements

- 3+ years of mid-career/experienced-hire recruitment
  - Experience recruiting for intangible products/services
  - Track record hiring 30+ people/year
  - Proven results diversifying recruitment channels
  - Self-starter who takes initiative while bringing others along
  - Native-level Japanese and Business-level English
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### 会社説明