

Senior Recruitment Consultant | 45% Commission | Tokyo Office

Finance & Logistics | Warm Desk | ¥10M–¥15M

募集職種

採用企業名
キャリアスカウトジャパン株式会社

求人ID
1616781

業種
人材紹介

会社の種類
中小企業 (従業員300名以下)

外国人の割合
外国人 半数

雇用形態
正社員

勤務地
東京都 23区, 千代田区

給与
1000万円 ~ 1500万円

歩合給
固定給+歩合給

更新日
2026年11月24日 10:00

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
ビジネス会話レベル

日本語レベル
流暢レベル

最終学歴
大学卒： 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 sharp, driven, and not afraid to pick up the phone?

Do you ask great questions, learn fast, and thrive when you're given real responsibility?

If that sounds like you — keep reading.

The Opportunity

We are currently hiring Senior Recruitment Consultants across two desks on our B to C team:

- SCM / Logistics Senior Recruitment Consultant
- Accounting & Finance Senior Recruitment Consultant

■ Senior Recruitment Consultant

For candidates with 7+ years of recruitment experience and a proven track record in billing, business development, and managing the full recruitment cycle independently.

You'll join a warm desk with:

- Active job orders ready to work
- Long-standing client relationships
- Hundreds of contracted clients
- A strong existing candidate network in your specialism

What You'll Be Doing

- Run a full 360 recruitment desk in your specialism (SCM or Finance)
- Develop new business and manage existing client relationships
- Own the full recruitment cycle from intake to offer negotiation and close
- Advise clients on hiring strategy, talent availability, and market conditions
- Source, assess, and introduce high-quality bilingual candidates
- Collaborate across SCM, Finance, and HR desks to drive team performance

Why Join CSJ?

★Strong Earning Potential★

One of the strongest commission structures in Tokyo. Commission starts at 30% and scales to 45% — with no cap on earnings.

Example earnings by level:

- Associate / Entry Level: approx. ¥3.6M–4M in Year 1
- Recruiting Consultant: approx. ¥6M–7M in Year 1 including commission
- Senior Consultant: approx. ¥10M–15M
- Top Performers: approx. ¥20M–25M+

Real Entrepreneurship

This is a highly BD-driven company. Consultants build their own market — most sign 12–15 new clients per year through their own initiatives. You'll have genuine ownership of your desk and real room to grow.

Learn From Top Billers

Work directly alongside high performers and leadership. Hands-on mentorship, detailed SOPs, in-house training, and a knowledge-sharing culture that actually functions.

Warm Desk From Day One

Ongoing active roles, existing clients, and a live candidate network in your specialism. You're not starting from zero.

Boutique Culture — Less Politics, More Recruiting

Candidates, clients, and leads are shared across the team. Strong teamwork is a genuine part of how we operate, not just something we say.

Clear Career Path

Senior Consultant ⇒ Team Manager / Director / Top Biller track. Growth is based on performance, not tenure.

Is This You?

We're looking for experienced recruitment professionals who are smart, hungry, and ready to put in the work to build something real.

If you ask great questions, take ownership of your results, communicate with confidence, and want to be genuinely rewarded for what you deliver — we'd like to hear from you.

Youtube: Strongly recommend watching before the interview ↓

【1】Winning the Japan Recruiting Consultant Interview.

https://www.youtube.com/watch?v=6bdbd2MsQ50&list=PLbDWYtAOe9SE

⇐ You are getting the answers to the test beforehand!!

【2】Keys to Success in Recruitment (in Tokyo)

https://www.youtube.com/watch?v=32J4fJSBFZU&t=985s

⇐ podcast to win at recruiting after getting the job.

スキル・資格

Who We're Looking For
We'll be honest: recruiting experience matters less to us than the kind of person you are.
Our best performers aren't necessarily the ones with the longest resumes. They're the ones who ask sharp, relevant questions. Who aren't intimidated by senior executives. Who pick themselves up quickly, learn from what didn't work, and come back stronger. Who invest in their own development without being told to. Who move fast, communicate clearly, and don't let things slip.

If that's how you operate — we want to talk to you.
The profile we're looking for:

- **Sharp and intellectually curious** — you ask great questions and get to the point
- **Confident and composed** — comfortable speaking with anyone, at any level
- **Resilient** — you don't get discouraged easily and you take accountability for your results
- **A fast learner** — you absorb information quickly and improve after the first time
- **Proactive and self-driven** — you don't wait to be told, you take initiative
- **Strong communicator** — clear, direct, and professional in both Japanese and English
- **Hard-working and consistent** — you show up, follow through, and don't let things fall through the cracks

Backgrounds that translate well:
Sales, business development, inside sales, account management, customer success, HR, consulting, staffing, or any role where you've had to build relationships, hit targets, and think on your feet. We've hired people from very different backgrounds — what they all had in common was drive, intelligence, and a genuine willingness to work hard.

Language requirement:
Native Japanese with business-level English, or native English with intermediate or higher Japanese required for both roles.

Job Conditions

- Office address: 〒102-0082 東京都千代田区一番町4-4 THE CROSS 一番町 6階
- Nearest station: 東京メトロ半蔵門駅から徒歩1分
- Working hours: 8-hour work day. Starting times from 8:00 or 10:00
- Expected overtime: Usually 10 - 30 hours of OT. 30 hours per month included in みなし残業 system
- Break: 1 hour, 13:00 – 14:00
- Holidays: 10 days paid leave and 5 days sick leave (after passing probation)
- Working type: Permanent employee
- Probation Period: 6 months
- Benefits / Insurance: as mandated by Japanese labor law, including transportation fee. Company offers advanced medical and life insurance after minimum of 3 years with the company
- Office and building are 100% smoking free

会社説明