

# MAKANA

## Executive Search Consultant

### Job Information

**Hiring Company**[Makana Partners K.K.](#)**Job ID**

1276825

**Company Type**

Small/Medium Company (300 employees or less)

**Non-Japanese Ratio**

Majority Japanese

**Job Type**

Permanent Full-time

**Location**

Kanagawa Prefecture, Yokohama-shi Nishi-ku

**Train Description**

Minatomirai Line, Minatomirai Station

**Salary**

4 million yen ~ 8 million yen

**Salary Commission**

Commission paid on top of indicated salary.

**Refreshed**

January 22nd, 2025 06:01

### General Requirements

**Minimum Experience Level**

Over 3 years

**Career Level**

Mid Career

**Minimum English Level**

Business Level

**Minimum Japanese Level**

Business Level

**Minimum Education Level**

Bachelor's Degree

**Visa Status**

Permission to work in Japan required

### Job Description

**Executive Search Consultant**

Reports to: Managing Director

**Company Background**

At Makana Partners, we believe that talent and opportunities are universal gifts. By connecting the two, the possibilities are limitless. We pride ourselves on providing the highest quality service based on trust and integrity and hope to create a community where talent and opportunities can meet unhindered. As all gifts need to be nurtured, we understand the importance of long-term relationships.

Makana Partners supports senior executive search across manufacturing, technology, consumer, and medical industries based in Japan, on a retained basis. We also have complementary contingent services for areas where we have an established network. We offer market intelligence and strategy to identify, source, and secure top talent. Using our technology and our expansive network, we are able to introduce the best talent to organizations considering skills, experience, and culture fit.

### Position Overview

Makana Partners is at an exciting stage of growth and we are seeking additional search consultants to join our team. With our office in Minatomira, you can enjoy the flexibility of a hybrid workstyle while being part of a high-performing team.

As we already have a strong client base of dynamic multinational companies, search consultants are expected to build on long-term relationships by providing high-touch, consultative executive search services while working together as a team. As part of this role, you will also build your social media profile by writing articles, recording podcast interviews, and hosting networking meetings.

### Key Responsibilities

- As is the nature of a growing business, this role will be multi-faceted and will grow with us.
- Business development and building long-term relationships.
- Drive a high level of interaction with new and existing contacts and build a territory of contacts.
- Develop a pipeline of new work in collaboration with the MD, actively highlighting leads, contributing actively to chasing jobs/pitching jobs, and the completion of proposals.
- Full end-to-end delivery on searches.
- Ability to handle complexity.
- Demonstrate targeted LinkedIn research and sourcing skills and the ability to think about a process with a 'retained search' and/or 'contingent search' mindset.
- Stretch yourself to achieve the actions and goals set in your quarterly business plans
- Build expertise and knowledge across areas of specialization and write thought leadership articles and client presentations.
- Embrace technology, efficiency, speed to execute, a collaborative mindset, and focus on delivering daily actions.
- Participate in team/forecasting calls/meetings.

### Required Skills

#### Qualifications and Experience

- A Degree qualification.
- Search experience as a consultant or in-house recruitment specialist (optional).
- Business acumen and knowledge of industries, companies, market/ economic/socio-economic trends as they relate to our clients.
- Outstanding talent identification and assessment skills.
- Excellent project management and organizational skills.
- Ability to use various technologies such as CRMs, LinkedIn, G Suite, social networking sites, and other online databases.
- Excellent written and verbal English communication skills.

#### Personal Attributes

- High energy, drive, and achievement orientation.
- Impressive relationship building and stakeholder management abilities.
- Team player, willing to dig in alongside colleagues to create outstanding solutions for customers.
- A collaborative, optimistic, and resilient working style and an energetic, customer-focused work ethic.

### Company Description

At Makana Partners, we believe that talent and opportunities are universal gifts. By connecting the two, the possibilities are limitless. We pride ourselves in providing the highest quality service based on trust and integrity, and hope to create a community where talent and opportunities can meet unhindered. As all gifts need to be nurtured, we understand the importance of long term relationships. We hope to add value each step of the way during our journey together.

#### Service

Makana Partners supports mid-senior search based in Japan, on a contingent or retained basis. We offer market intelligence and strategy to identify, source, and secure top talent. Using our technology and our expansive network, we are able to introduce the best talent for your organization considering skills, experience, and culture fit. Throughout the search, we will feedback on the reputation of your company, how the process can be improved, and align expectations between stakeholders and against market trends.

For talent, we understand the importance of your career. As such, we will advise on internal as well as external opportunities across multiple industries, for the short and long term so you can make the right decisions. We consider your passion and life objectives when introducing opportunities.