

A Q U E N T

Associate Sales Director - Creative, Marketing & Design Exclusive job

人材紹介事業責任者としてリーダーシップを発揮して頂きます。

Job Information

Recruiter

Aquent LLC

Job ID

1469466

Division

Japan Perm Business

Industry

Other (Recruitment Services)

Company Type

Small/Medium Company (300 employees or less) - International Company

Non-Japanese Ratio

(Almost) All Japanese

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards, Minato-ku

Train Description

Ginza Line, Toranomom Station

Salary

8 million yen ~ Negotiable, based on experience

Salary Commission

Commission paid on top of indicated salary.

Work Hours

9:00-18:00 (実働8時間)

Holidays

年間休日122日、完全週休2日制(土・日)、祝日

Refreshed

July 6th, 2024 01:00

General Requirements

Minimum Experience Level

Over 10 years

Career Level

Executive

Minimum English Level

Business Level (Amount Used: English usage about 25%)

Minimum Japanese Level

Business Level

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description**JOB SUMMARY**

This role partners with the Country Manager and Head of Temp to drive the growth strategy for our Japan permanent recruitment division. Highly effective at building, retaining, and optimizing the performance of our permanent recruiting team. Provides the perm recruiting team the resources needed to be successful in delivering perm placements, exceeding customer expectations, and achieving individual and regional revenue targets. Sources, trains, and coaches best practices in order qualification, recruitment strategies, and order control to successfully deliver permanent recruitment services to clients and talent and drive strong financial results.

MEASURING SUCCESS

- Perm revenue growth
- Perm Recruiter hiring, ramp & retention
- Perm recruiter productivity & utilization
- Growth & and improvement in fill rates, average placement value
- 360 Degree Feedback

JOB RESPONSIBILITIES / DUTIES

- Makes effective and timely hiring decisions.
 - Source, train, coach & develop talent, skills and capability across the team.
 - Drive performance and productivity that continually elevates the team.
 - Implements succession planning and career development programs that drive team growth, retention, and career expansion.
 - Fosters leadership team collaboration and support.
 - Partner with the local leadership team to determine a sales strategy that supports high-quality, qualified order flow.
 - Works closely with local leadership to educate sales teams on how to position our perm recruitment service offering, qualifying orders, and reach their individual perm revenue goals.
 - Implement (and coach) a strategy sourcing and recruiting strategy that results in the building of talent pipelines and communities aligned with core laneways of focus.
 - Leverage marketing initiatives to help drive revenue growth.
 - Utilize data to help inform the performance of our perm recruiting business.
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Required Skills**EXPERIENCE, SKILLS, TECHNOLOGIES**

- 7+ years of experience in perm recruiting, with experience in leading perm teams
- Strong and proven perm recruiting experience
- Bi-lingual Japanese and English
- Experience in people management/leadership experience
- Success in leading high-performing, remote teams.
- Success in managing performance and developing others.
- Data-driven leadership experience.
- Staffing/Recruiting Agency experience.
- Experience in recruiting marketing, digital, creative, tech - preferrable, but not essential.

CORE COMPETENCIES / HUMAN SKILLS

- Influencing & Coaching
 - Strong communication skills
 - Adaptable and flexible
 - Open to new ideas
 - Collaborative
 - Organized and proactive
 - Continual learning
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Company Description