

CYIENT

Talent Acquisition Partner

Job Information

Hiring Company

Cyient K.K.

Subsidiary

Cyient

Job ID

1469984

Industry

Other

Company Type

Large Company (more than 300 employees)

Job Type

Permanent Full-time

Location

Aichi Prefecture, Nagoya-shi Minami-ku

Salary

Negotiable, based on experience

Refreshed

November 26th, 2024 04:00

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Native

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

- You will manage recruitment campaigns, working directly with hiring managers to understand the requirements, and decide on the appropriate sourcing solution. Uses data-based evidence to address hiring manager expectations about the labour market and recruiting process.
- You will execute Talent fulfillment strategies for hiring mandates across the Service lines like Embedded, Plant Engineering, Digital, Mechanical and Semiconductor.
- You will ensure quality and approve job postings and adverts.
- Creates shortlists of candidates and conducts interviews and assessments with hiring manager.
- You will provide feedback and coaching to the interviewed/assessed internal/external candidates in accordance with local practice and legislation.
- Concludes the selection process with the manager and the candidate, including offer negotiations and closing the vacancy once the job offer is accepted.
- You will effectively partner with the HR Operation team to ensure all administration and coordination with

- candidates/hiring managers run smoothly and efficiently (candidate scheduling, job offer processing, onboarding, etc.).
- Liaises with recruitment firms as required, ensuring that they have been provided with appropriate job briefs, and are fulfilling the requirements.
 - To provide local support other Talent & learning topics in Japan, say, talent management, Diversity and inclusion.
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Required Skills

- Bachelor's or Master's degree in the area of Human Resources, Business Administration or similar.
 - Extensive experience of full life cycle recruitment, and passion in talent acquisition.
 - Demonstrated success with various recruiting strategies and techniques, as well as good candidate market understanding, and knowledge of supply of certain competencies
 - Excellent customer & service orientation
 - Knowledge of relevant recruitment tools and experience leveraging the tools to source candidates as well as manage relationships.
 - Excellent command of Japanese and English.
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Company Description