



Business Development Manager

Job Information

Hiring Company

[J-Screen K.K.](#)

Subsidiary

HireRight - J. Screen

Job ID

1478636

Industry

Other (Recruitment Services)

Company Type

Large Company (more than 300 employees) - International Company

Non-Japanese Ratio

(Almost) All Japanese

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards, Shibuya-ku

Salary

7 million yen ~ 9 million yen

Holidays

Japan

Refreshed

April 1st, 2025 09:00

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Executive

Minimum English Level

Fluent (Amount Used: English usage about 75%)

Minimum Japanese Level

Fluent

Other Language

Chinese (Mandarin)

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

About HireRight

HireRight is the premier global background screening and workforce solutions provider. We bring clarity and confidence to

vetting and hiring decisions through integrated, tailored solutions, driving a higher standard of accuracy in everything we do. Combining in-house talent, personalized services, and proprietary technology, we ensure the best candidate experience possible. We offer expertise from our regional centers across 200 countries and territories in The Americas, Europe, Asia, and the Middle East. Our commitment to get it right every time, everywhere, makes us the trusted partner of businesses and organizations worldwide.

Position Overview

You will be responsible for selling HireRight's background screening solutions to Enterprise clients (5000-14,999 employees) - including multinationals and large regional conglomerates across a wide range of industries in the APAC region. This is a regional business development role that will require you to be familiar with selling across different cultures and geographies.

You will realise your sales targets through managing a defined territory, proactively identifying leads through networking events, social media eg Linked-in and other platforms, and converting provided leads into opportunities. You will collaborate and work closely with colleagues in our international offices in APAC, USA and EMEA, to drive global sales opportunities and represent the APAC region in global sales forums.

Based out of our Japan office, you will join a young team of enthusiastic professionals who are keen to make an impact to the way their clients mitigate hiring risks and bring best practices in background screening to your clients to these organizations. Being part of a rapidly growing region, we will offer you various opportunities for career development and growth as HireRight expands our network and coverage in APAC.

Responsibilities

- Identify prospects and define a contact program
- Arrange prospect meetings and take ownership of the sales cycle
- Attend networking events such as conferences and exhibitions to promote HireRight and generate new business
- Create business plans within the company framework to achieve your sales targets
- Contribute to sales meetings to ensure that agreed actions are completed on time
- Act as lead contact for assigned Requests for Proposals (RFPs) / Requests for Information (RFIs)
- Ensure that pricing for all opportunities is appropriate
- Work with our Customer Onboarding team to ensure that new business contracts are implemented seamlessly
- Achieve targets as set out in the sales quota plan by actively seeking opportunities to increase revenue growth

Required Skills

Qualifications

- Possesses a Bachelor's Degree in Business with a minimum of 5 years' experience in enterprise sales
- A proven track record of selling and implementing complex solutions or services to HR or procurement decision-makers
- Experience of successfully selling to large multinational clients, preferably in ANZ
- Proven experience documenting customer needs and requirements (e.g. Proposals, Statements of Work or Product Requirements documents.)
- Experience managing Sales databases in Salesforce
- Min 8 years of experience in enterprise sales
- Native Japanese language proficiency is preferred

Must have:

- B2B enterprise regional (APAC/global) sales experience
- Have closed deals with clients from major logos starting from the initial engagement to the customer onboard.

(Preferably 6 figure deals since there is a higher target to meet for this position)

- Good Stakeholder management and able to communicate with middle management to C-Suite level positions from different functions
- Hunter Profile (Someone who is driven with the drive to look for business and sales lead; determined; assertive; clear, charismatic, engaging and have tenacity)
- Proficiency in both English and Japanese languages

Good to have:

- Profiles from technology, sales, banking, professional services industries who handle B2B businesses
- Profiles that are client-facing or have worked with Big 4, fin-tech, Thomson Reuters

Job Type: Permanent Full-Time

Salary: JPY 6,095,454 / Yr. (min) - JPY 9,377,622 / Yr. (max)

Work set-up: Hybrid

Office Address: New Mitomi Building 9F, 1-20-18, Ebisu, Shibuya-ku, Tokyo 150-0013

Language Requirement: Japanese (Fluent) and English (Fluent)
