

A Q U E N T

Associate Sales Director - Creative, Marketing & Design 👍 独占求人

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。

募集職種

人材紹介会社
エイクエント・エルエルシー

求人ID
1469466

部署名
Japan Perm Business

業種
その他（人材サービス）

会社の種類
中小企業（従業員300名以下） - 外資系企業

外国人の割合
（ほぼ）全員日本人

雇用形態
正社員

勤務地
東京都 23区, 港区

最寄駅
銀座線、 虎ノ門駅

給与
800万円～経験考慮の上、応相談

歩合給
固定給+歩合給

勤務時間
9:00-18:00（実働8時間）

休日・休暇
年間休日122日、完全週休2日制（土・日）、祝日

更新日
2024年08月03日 00:00

応募必要条件

職務経験
10年以上

キャリアレベル
エグゼクティブ・経営幹部レベル

英語レベル
ビジネス会話レベル（英語使用比率: 25%程度）

日本語レベル
ビジネス会話レベル

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**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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スキル・資格**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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会社説明