

Associate Consultant

This is an entry level phase of the Recruitment Consultant career path at SHAHANI.

After a few days of foundation training, you will jump right into action and enter our customized on the job (OTJ) program.

This phase is meant as a training ground for you to learn, understand, and prove your capability to become an official SHAHANI Consultant.

You are a fit if:

- You have an interest in recruitment or sales.
- You are eager to learn and grow yourself personally + professionally.

Key tasks:

- Candidate Sourcing (cold calls, LinkedIn approaches, sending job pitches)
- Candidate Relationship Management (follow up calls with existing contacts)
- Supporting general admin or ad hoc tasks (taking notes, data management, coordinating with the research team)
- Shadowing senior colleagues to learn the recruitment process.

There are KPIs for the above, but they are a guide and not a rule. Your effort and improvement are our #1 priority.

What we look for:

- Driven, gritty, and determined to succeed
- Strong willingness to learn and be proactive
- Can stay organized under pressure
- Near-native fluency (Japanese or English) + Intermediate level (Japanese or English)
- Passionate about building relationships

A successful AC will gain:

- Understanding of recruitment process
 - Industry knowledge
 - Better communication skill
 - Better sales and negotiation skill
 - Strong work ethic and good habits
- An unlimited potential for growth

Compensation:

Base salary: 300,000 JPY / mo (can be flexible depending on your current salary)

Revenue Target: None

Next career step:

Once you master the tasks and perform consistently, you could become a Consultant or Talent Coordinator.

To Apply

If you are keen to know more about this opportunity please email your CV to careers@shahani-associates.com with a short introduction to about yourself

More information on Shahani Associates please visit: www.shahani-associates.com