

## Job Detail

Entries Level

Position Title	Recruitment/Full-time employee/Tokyo
Company Name	nextbeat Co.Ltd.
Activated / Updated	2024-05-07 / 2024-05-07
Job Type	General Affairs/HR/Legal - HR (Recruiting)
Industry	IT - Other
Location	Asia Japan Tokyo
Job Description	<p>[Role of hiring manager]</p> <p>Depending on your experience, you will be responsible for hiring new graduates or mid-career recruitment, and will be responsible for acquiring human resources to support our rapidly expanding business. Because we have an all-in-house system, we are also required to hire professional human resources in a wide range of positions, including creative positions such as engineers and designers, and marketing positions. I hope that eventually we will see an HRBP-like approach.</p> <p>[Business content]</p> <ul style="list-style-type: none"> <li>• Recruitment planning and execution in collaboration with business leaders of each department</li> <li>• Interviewer duties/event briefing session</li> <li>• Selection and negotiation of recruitment agency</li> <li>• Media selection and management (creative management, direct recruiting)</li> <li>• Follow-up of prospective employees (interviews, acceptance, etc.)</li> <li>• Referral recruitment planning and management</li> <li>• Interviewer follow-up (briefing session, setting of hiring bar, etc.)</li> <li>• Recruitment count management</li> </ul> <p>[Charm of the position]</p> <p>This position is responsible for everything from recruitment branding strategy to execution for the entire company, in order to make "people" the competitive advantage that will allow us to move forward with the phase of overseas expansion, expansion into new fields, and creation of new businesses.</p> <p>As the company grows, the number of new positions continues to increase and the number of employees increases, and we are now in a phase where we can dynamically improve our expertise together with people and the organization while honing our own expertise. Competition in the recruitment market is intensifying, so a driving force that involves the entire company is required, without sticking to traditional methods.</p> <p>In the future, you will be able to develop your career in a variety of ways, including moving into human resources-related positions such as human resources planning/corporate planning, labor affairs, and CHRO, and working in business operations departments such as HRBP, business manager, and COO.</p>
Company Info	<p>[About Nextbeat]</p> <p>"Create an Internet business that is needed in a society with a declining population and revitalize Japan." This is NextBeat's philosophy that has remained unchanged since its founding.</p> <p>In the face of Japan's challenges, such as population decline, aging, and depopulation, there are many things that need to be addressed, and I believe that once we overcome these challenges, we will have a future that we can show to the world.</p> <p>While proactively addressing these issues, we will continue to create a "normal future" by tackling life events, regional revitalization, and global business, and developing new solutions with evolving technology, driving force, and a venture mindset.</p> <p>Would you like to create a "normal future" with us?</p>

Working Hours	<p>[Time difference Biz]  Individuals can change their work start time between 8:00 and 11:00 with prior application.  *8 hours of actual work  *Basic working hours are 10:00-19:00</p> <p>[Average overtime hours]  32.3 hours (last year's results)</p>
Qualifications	<p>[Required skills/experience]</p> <ul style="list-style-type: none"> <li>• Those with more than 1 year of recruitment experience</li> <li>• Recruitment experience at a venture company (Recruitment support through human resource introduction is also possible)</li> </ul> <p>* Experience is not required for new graduates or mid-career candidates.</p> <p>[Welcome skills and experience]</p> <ul style="list-style-type: none"> <li>• Experience hiring more than 50 people per year</li> <li>• Direct recruiting experience</li> <li>• Experience in promoting referral measures</li> <li>• Recruitment PR experience</li> </ul>
English Level	None
Japanese Level	Fluent(JLPT Level 1 or N1)
Chinese Level	None
Salary	JPY - Japanese Yen JPY 4500K - JPY 8500K
Salary Description	<ul style="list-style-type: none"> <li>• Includes 40 hours of deemed overtime/month</li> <li>• Trial period: 3 months</li> <li>• Salary revision: twice a year</li> <li>• Bonus: Twice a year</li> </ul> <p><b>【Welfare】</b></p> <ul style="list-style-type: none"> <li>■Self-study support <ul style="list-style-type: none"> <li>• GLOBIS eMBA course system</li> <li>• Business book purchase system</li> <li>• English lesson support</li> <li>• NorthStarChallenge (new business planning system)</li> <li>• Northstar COLLEGE (in-house university)</li> <li>• NB Fitness Lounge (in-house gym)</li> <li>• Practical English conversation lessons with a dedicated native instructor</li> </ul> </li> <li>■Productivity improvement support <ul style="list-style-type: none"> <li>• Babysitter usage system</li> <li>• Housekeeping assistance system</li> <li>• Sick child care subsidy system</li> <li>• Nursing care support half-day leave system</li> <li>• Coffee server *Tokyo only</li> <li>• Nap room *Tokyo only</li> <li>• Refresh area *Tokyo only</li> </ul> </li> <li>■Activate internal communication <ul style="list-style-type: none"> <li>• Welcome lunch (joint celebration lunch)</li> <li>• Crew's anniversary (birthday celebration)</li> <li>• NEXTBEAT HUB (internal and external exchange event) *Tokyo only</li> <li>• Semi-annual summit (company-wide general meeting)</li> <li>• N club (club activities)</li> <li>• Team achievement meeting, meal cost burden</li> <li>• Cross lunch (lunch social gathering)</li> </ul> </li> <li>■Others <ul style="list-style-type: none"> <li>• Complete social insurance</li> <li>• Transportation expenses provided (with upper limit)</li> <li>• Separate smoking areas within the company (smoking area shared by the building outside/varies by location)</li> <li>• Hugukumi Corporate Pension (scheduled to be introduced from February 2024)</li> </ul> </li> </ul> <p>*One of the defined benefit corporate pensions (DB), this is a pension system that also includes a retirement allowance system.</p>
Holiday Description	<ul style="list-style-type: none"> <li>■Two-day weekend system</li> <li>■Holidays</li> <li>■Paid vacation</li> <li>■Summer vacation (3 days granted as special vacation)</li> <li>■New Year holidays</li> <li>■Congratulatory and condolence leave</li> <li>■Pre- and post-natal leave, childcare leave</li> <li>■Nursing care leave</li> </ul>

Job Contract Period	Full-time employment
Nearest Station	JR Yamanote Line "Ebisu Station" 4 minutes walk 5 minutes walk from Tokyo Metro Hibiya Line "Ebisu Station"

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