



# Head of Recruiting

*"We strive to be a big happy family. We work harder than anyone to reach our ambitious goals! We empower every member to reach their personal ambition and exceed their own potential. We always aim to deliver the very best in all we do. We make our guest feel part of our family. We serve delicious food and refreshing beer, carefully sourced, prepared with love and served with a smile!"*

## About Schmatz

Schmatz is a fast-growing German beer restaurant group, with 10 restaurants throughout Tokyo in exciting locations such as Takashimaya Nihonbashi and Ark Hills, growing to >25 restaurants by end of next year. We have a venture capital, finance & marketing background and are working hard to build a fast growing beer restaurant company in Japan with the happiest team and customers! We have grown our business from a food truck to a multi-unit operation since inception in 2014, and have created a desirable food and lifestyle brand that has been featured in all relevant media outlets - TV and print. Schmatz is backed by a group of prestigious local and international investors, which gives us the opportunity to accelerate our growth and build an incredibly talented team. As an international, young, energetic and highly motivated team, we work in a dynamic environment where you will be able to have a major impact. We are looking for a talented, driven and inspiring candidate in Tokyo to join our ambitious team and help support our fast-growing business.

## Job Description

As Head of Recruitment for Schmatz Japan you will support building up a 50+ restaurant operation by 2020. To achieve this mission we are building a large team of highly skilled, self-driven and motivated members. This team will be the key to our vision becoming reality and need to find the very best people and to build a strong culture and maintain happiness as we grow.

- Your main objective is to scout, interview and hire the best team members across all aspects of the business, with a strong focus on our restaurants.
- You will be directly working with the management team and CEOs in Tokyo and significantly contribute to reaching our ambitious goals
- You will closely collaborate with our Chief Happiness Officer in developing a strong culture in the team and create a place of work that our people love and to ensure happiness
- You have the opportunity to find out-of-the-box recruiting channels to access the best talent in Tokyo's restaurant industry & convince them to join our exciting mission
- You will oversee all recruiting channels, offline and online and as a result take on significant budget and management responsibility
- You will monitor the progress, happiness levels of members you have recruited
- You will learn or help to implement and optimize efficient admin structures around the human resource department
- You will be part of a team of high-powered professionals

## **Who we are looking for**

- High level of emotional understanding, an outgoing personality and a natural interest in people
- 5 or more years of work experience in one of the following industries: Food & Beverage, Retail or Hospitality
- Deep knowledge and functional understanding of the Japanese recruiting space
- The ability and interest in motivating and inspiring others to do their best every single day
- Strong analytical and decision-making skills
- Excellent people, team building and communication skills
- Native Japanese verbal and written skills
- A team player with a fantastic can-do attitude
- Excited to work in a fast-paced environment with constant change

## **Up for the challenge?**

If you want to become a part of our highly motivated, international team, please send us your CV!  
Please add 3-5 sentences, why you are THE perfect fit. We are looking forward to hearing from you!

Please contact: [team@schmatz.jp](mailto:team@schmatz.jp).