



BRS  
<https://brs-p.jp/>

April 2024



# EMPOWERING PEOPLE, GROWING ORGANIZATIONS

**As a part of PERSOL CAREER,  
BRS provides recruitment services  
for the multilingual market.**

Specializing in contingency recruitment for multilingual professionals and bilingual RPO services, BRS offers tailored recruitment solutions to companies with a global mindset.

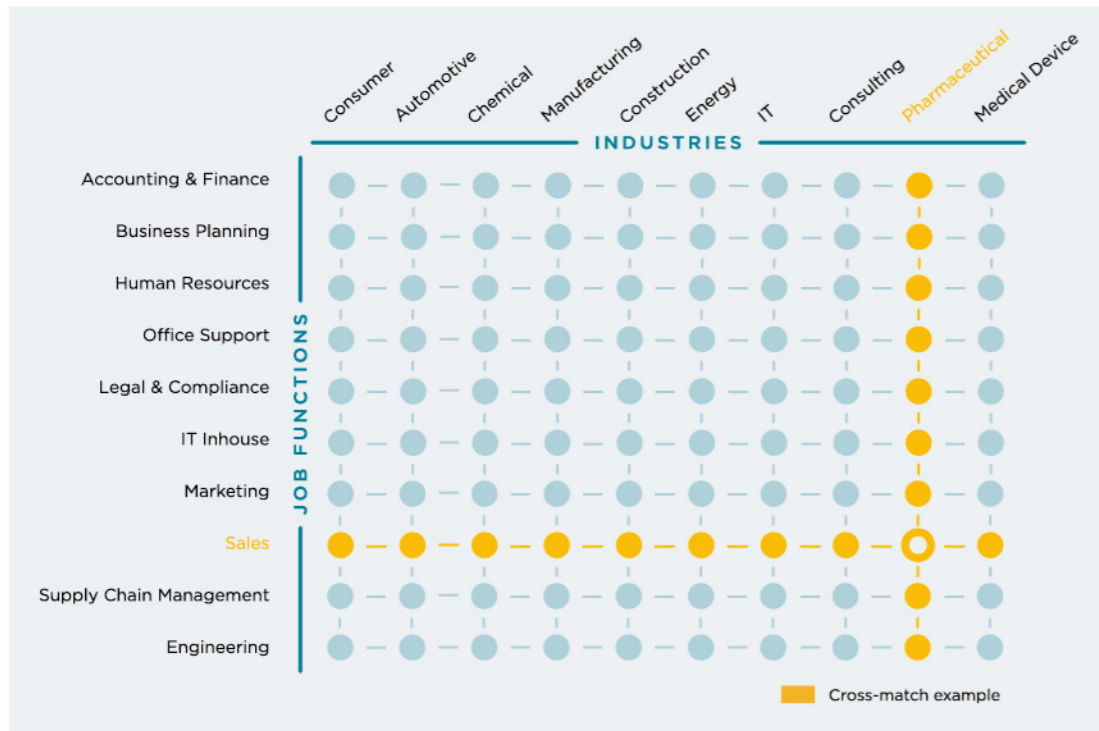
Our bilingual consultants assist you as recruitment experts, striving to contribute to your growth.

# Contingency Recruitment

Specialized in mid to high level professionals with language skills, we introduce candidates that meet your demands utilizing our extensive resources - including one of the largest databases in Japan - in addition to our consultants' own personal networks.

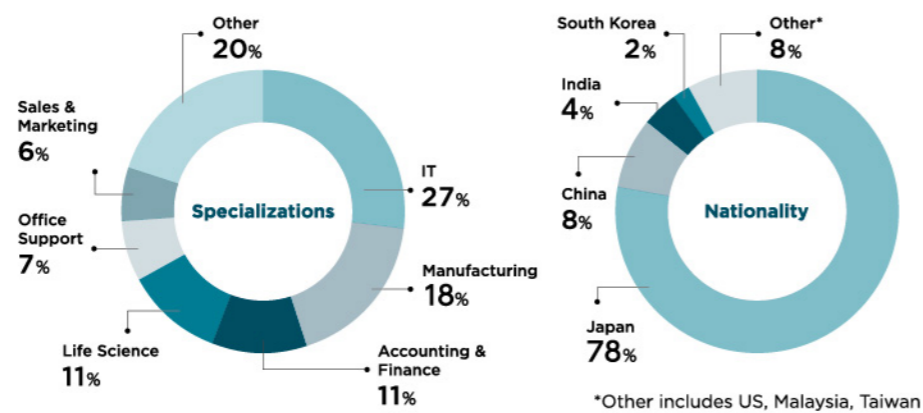
## SPECIALIZATIONS

We consider both Job Function and Industry when determining the most qualified consultant to assist with your recruitment needs.



## OUR CANDIDATES

Our candidates are multilingual and multicultural, with many of them having worked or studied overseas. Through those experiences, they have developed a deep understanding of and are able to navigate the challenges of working in a variety of professional environments.



## SERVICES

We provide services in different formats to meet your specific needs.

### Contingency search

Consultants in each specialization will personally search and introduce the most qualified candidates.

### Retained search

An exclusive contract to have a dedicated team assigned to fill a specific position.

### Project-based services

Appropriate for clients that require multiple hires in a short period of time. Various methods are used to ensure a certain number of hires.

# RPO Services

We not only undertake the recruitment process, but also contribute to clients' recruitment challenges as a long-term partner.

## STRENGTHS

### Comprehensive recruitment expertise

As one of Japan's largest recruitment entities, PERSOL Group provides a diverse range of services related to people and organizations. We address a wide spectrum of challenges businesses face, utilizing a wealth of recruitment expertise.

### Bilingual support

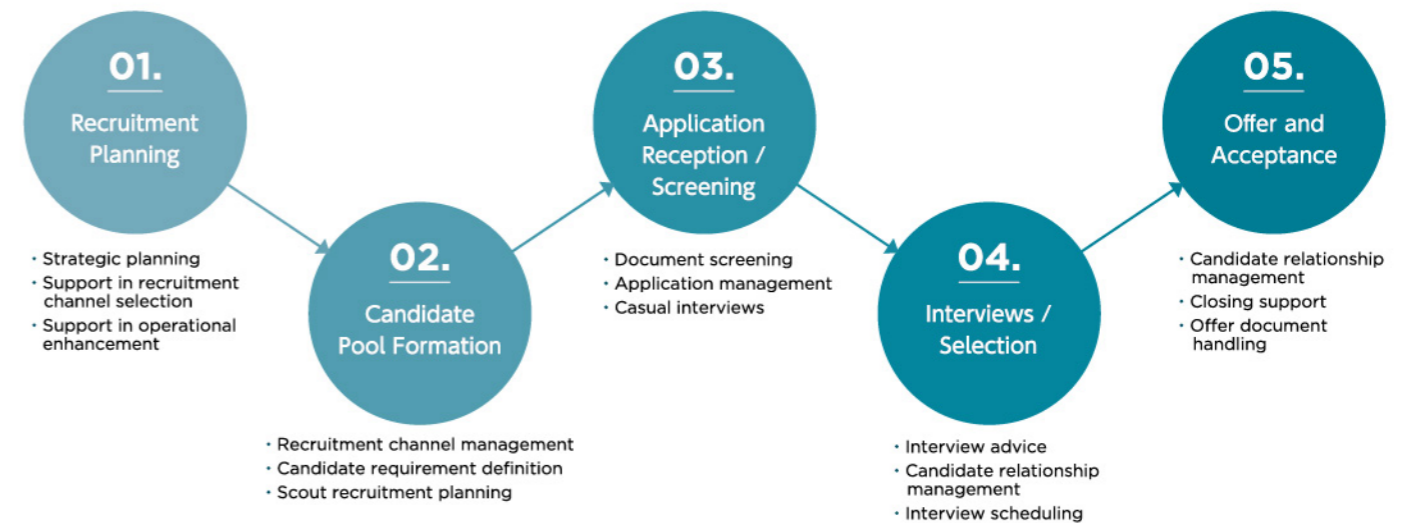
Our bilingual team, proficient in English and Japanese, offers recruitment outsourcing and comprehensive consulting services. We are adept at managing recruitment process in both languages, including communication with overseas headquarters.

### Insights into Japanese and global job markets

We possess insights into both the Japanese and global market, drawing from extensive experience supporting numerous multinational corporations. This dual-market comprehension enables us to engage in discussions and negotiations with overseas headquarters, or to provide support in such context.

## SERVICE DETAILS

We provide various services in the recruitment process. Below is the examples of services in each process.



## CHALLENGES AND SOLUTIONS

“We want to reduce recruitment costs.”

✓ We propose tailored recruitment methods for each job opening, achieving overall cost optimization.

PERSOL CAREER offers a wide range of recruitment services, including the job transition platform “doda”, job advertisements, new graduate recruitment support, and specialized services for freelancers, executives, and various specialists. Taking into consideration factors such as budget constraints and urgency, our approach involved suggesting recruitment strategies suitable for each job category, resulting in a successful and cost-effective hiring process.

“We want to ease recruitment requirements set by the overseas headquarters.”

✓ We use data to enhance understanding of Japanese job market, supporting the rationalization of recruitment requirements.

Japan's unique job market, including the scarcity of bilingual candidates and employers' attention to job transition frequency, often leads to a mismatch with global recruitment criteria. Leveraging the accumulated recruitment knowledge within the PERSOL Group, BRS provides data-driven insights into the number of potential candidates for specific requirements. This facilitates a better understanding of the Japanese market for the overseas headquarters, resulting in more aligned and effective recruitment process.

# About PERSOL

## OUR GROUP TODAY

Consolidated Sales  
(Fiscal year ended March 2023)

**1,223.9** billion yen

Number of Client Companies  
(Results of fiscal year 2022)

About **46,000**

Number of Job Change Service Members  
(As of January 2024)

About **8.48** million

Number of Job Postings  
(As of February 2024)

About **312,000**

Japan Presence and Office  
(As of February 2024)

**46** prefectures  
**523** offices

Oversea Presence and Office  
(As of February 2024)

**13** countries and regions  
**187** offices

## DOMESTIC SERVICE COVERAGE



## OVERSEAS SERVICE COVERAGE



\*Services in the Philippines are provided through a business alliance with JOHN CLEMENTS CONSULTANTS, INC.



\*As of April 1, 2024

### Strategic Business Unit

Staffing	BPO	Technology	Career	Asia Pacific	R&D Function Unit	Specialized Services
<ul style="list-style-type: none"> <li>Temporary staffing (clerical work, research, clinical development, sales, light work, factory occupations, etc.)</li> <li>Temporary job placement ahead of permanent employment/permanent placement</li> <li>Outsourcing/Contracting (clinical development, sales, light work, factory occupations, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>BPO (clerical, government, recruitment, sales, digital marketing, call center, ICT areas)</li> <li>IT and Business Consulting</li> <li>Digital solutions, Systems Development</li> <li>Health Care Services</li> </ul>	<ul style="list-style-type: none"> <li>Engineering (design and experiment)</li> <li>Temporary staffing (IT, engineering)</li> <li>Digital solutions, Systems Development</li> </ul>	<ul style="list-style-type: none"> <li>Permanent placement (mid-career, new grad recruitment)</li> <li>Career change media, direct recruiting</li> <li>Side job, multiple job, freelancer support</li> <li>Outplacement support</li> <li>Employment support for foreigners</li> </ul>	<ul style="list-style-type: none"> <li>Temporary staffing</li> <li>Permanent placement</li> <li>Facility management &amp; maintenance</li> <li>Outsourcing</li> <li>Human resource management consulting</li> <li>Education/training</li> <li>Digital solutions</li> <li>Home Care</li> </ul>	<ul style="list-style-type: none"> <li>Development of new digital products</li> <li>Incubation programs</li> </ul>	<ul style="list-style-type: none"> <li>"Think tank" services</li> <li>Human resource/organizational consulting</li> <li>Education/training</li> <li>Employment/employment transfer support of the disabled</li> <li>Corporate venture capital</li> </ul>

### SBU Core Company / Representative Companies

PERSOL TEMPSTAFF PERSOL EXCEL HR PARTNERS PERSOL FACTORY PARTNERS PERSOL MARKETING Avanti Staff PERSOL FIELD STAFF	PERSOL BPO PERSOL PROCESS & TECHNOLOGY PERSOL WORKSWITCH CONSULTING PERSOL WORKS DESIGN Lacras	PERSOL CROSS TECHNOLOGY PERSOL AVC TECHNOLOGY PERSOL & Serverworks	PERSOL CAREER PERSOL CAREER CONSULTING PERSOL Global Workforce Benesse i-Career* *Benesse i-Career is a non-consolidated company.	PERSOL Asia Pacific PERSOLKELLY Programmed	PERSOL DIGITAL VENTURES PERSOL INNOVATION MIIDAS Sharefull POSTAS	PERSOL RESEARCH AND CONSULTING PERSOL DIVERSE PERSOL NEXTAGE PERSOL FACILITY MANAGEMENT PERSOL VENTURE PARTNERS
---	--	--	---	--	---	---

### Examples of Handled Brands

--	--	--	--	--	--	--



### TOKYO OFFICE

17F, New Otani Garden Court  
4-1 Kioicho, Chiyoda, Tokyo  
102-0094 JAPAN

### OSAKA OFFICE

17F, Grand Front Osaka Tower B  
3-1 Ofuka, Kita, Osaka City, Osaka  
530-0011 JAPAN



### HEADQUARTERS

27F, Marunouchi Building  
2-4-1 Marunouchi, Chiyoda, Tokyo  
100-6328 JAPAN



LICENSE FEE-CHARGING EMPLOYMENT  
AGENCY LICENSE NUMBER : 13-2-304785