



# Together with JAC

For 50 years, JAC Group has built a worldwide network of recruitment businesses. What have those 50 years been like for the JAC employees who have been with the company along the way? We asked 12 long-serving employees about their most memorable stories at JAC.

## Encouraged by a corporate culture that allows challenges of any kind

I am very blessed to be able to celebrate the 50th anniversary of JAC Group with many colleagues. I joined the Osaka Office in December 1995. At the time, the office had six desks and three small interview rooms next to them, and the total number of employees, including those in Tokyo, was still around 15. Today, the branch has two floors and 270 employees. When the number of consultants started to increase, we held our first job fair to attract new registrants. I have good memories of handmade events that we organised together, such as handing out leaflets and remodelling the office. We were able to do those things

because we were encouraged by Mr and Mrs Tazaki who always told us "The only thing that's wrong is breaking the law. Anything else is a challenge!" their encouragement and Freedom & Discipline have always been a constant source of support for us.

In the history of the company, there have sometimes been major difficulties, but we have been able to overcome them with flexibility and reach this milestone. Let us be grateful to our colleagues who have paved the way with us up to now, and continue to cherish our people-to-people connections as we move towards our next milestone!

### Michi Yamasaki

JAC Recruitment  
Osaka Office West Japan  
Business  
Administration  
Division  
Administration Team  
Manager



## Deeply resonates with Freedom & Discipline

### Junko Kiryu

JAC Recruitment Malaysia  
Associate Director



I would like to extend my warmest congratulations to JAC Group on its 50th anniversary. I started working for JAC shortly after I arrived in Malaysia (1997) and have now been with the company for over 27 years. During these long years, I have had countless encounters and memories, and my experience at JAC has been a very important part of my life. Two phrases sum up why I have been able to continue working at JAC: "Freedom & Discipline" and "Love". Firstly, as for Freedom & Discipline, my upbringing (family and the high school I attended) has always taught me that with freedom comes self-responsibility and discipline, and I share many of JAC's philosophies. In addition, there are many wonderful, loving people

at JAC, starting with Mr & Mrs Tazaki, and working alongside people from other countries has made me realise that a spirit of love and respect is deeply rooted in the organisation.

Throughout my 27 years of service, I have had the opportunity to work with colleagues of many nationalities and cultural backgrounds, and in this I have learnt and developed different perspectives and values. The diversity and inclusiveness of JAC is the foundation on which we work together as one team and achieve success together.

I am proud to be working for JAC at this major milestone of its 50th anniversary and sincerely wish the Group further development and continuity in the future.

## Grateful for the days when I was looked after, not rebuked

I have been with JAC for 25 years, exactly half of its 50-year history. The most memorable experience was when I set up the Global Recruitment Support. In 2011, when the impact of the Lehman Brothers collapse was still very much in evidence, I, as manager of the Osaka Executive Team, set out a selfish policy that disregarded company-wide policies. The policy was to focus our sales efforts on "manufacturing companies that are expanding overseas" and "executives with experience in managing overseas subsidiaries".

Apart from approaching individual companies, the team also began working with financial institutions, local authorities and other organisations that support companies' overseas expansion, and this became the basis for the

later activities of the Global Recruitment Support Office. However, these activities had no immediate effect and the team's sales remained stagnant. One day, Takeshi Matsuzono, the Managing Director who was also responsible for the Executive Division, called me in. I was prepared for a strong rebuke, but to my surprise he said, "If that's what you like, specialise in that".

He swallowed down the bitter words and anger at my failure to follow the policy and achieve results. His positive words of encouragement to make a fresh start have supported me for a long time since. In the support office, I had many practical connections with overseas offices, and this was definitely the opportunity that led me to my current post.

### Kenji Sahara

JAC Recruitment Indonesia  
Managing Director



## Never be afraid of change, see it as an opportunity

### Masumi Shibui

JAC Recruitment UK  
Consumer & Services  
Division  
Senior Principal  
Consultant



Having joined the company in October 2000 and now celebrating 25 years (a quarter of life assuming a life of 100 years), it is truly moving to look back on the reasons why Mr & Mrs Tazaki founded the group 50 years ago. After graduating from Cambridge University, Mr Tazaki thought about what he could do for the Japanese community living in the UK. "Everyone misses Japanese food, don't they?" From this realisation, Tazaki Foods, an importer of Japanese food, was born! "People need places to live in the UK". Then JAC Strattons, a property rental business, was born! "People need jobs to survive". And this was how JAC Recruitment UK, a recruitment agency, was

born! And by today, JAC Recruitment Japan has been established, expanding not only in Asia but also in Germany and the USA. JAC Group is growing rapidly on an international level! I am truly proud of this.

Many things have happened during my time with the company. Lehman Brothers collapse, Brexit, the war in Ukraine when many people grew up without knowing about war, and the pandemic. But I'm all for the positive attitude and zooming out that Mr Tazaki always emphasises. As he always tells us, "Change is opportunity!" Never be afraid of change but change it into an opportunity. Happy 50th Anniversary!



## Value the feeling that no two recruitment stories are the same

“This is the Freedom & Discipline that JAC embraces”. After the informal ceremony on 1 October 2003, Mr Tazaki gave us a copy of a book “Freedom & Discipline” (by Kiyoshi Ikeda), with his own handwritten message, as the first assigned book before joining the company. At the time, the company was aiming for an IPO on the JASDAQ, taking the helm for expansion. I felt empathy with the Win-Win-Win / Triple Win business model and thought I could grow together with the company. And I decided to knock on the door of JAC, which was a performance-based company. In the finance team to which I was assigned (later promoted to the first division within the company), there were only two computers for four of us. The company was also small enough that every Monday morning meeting was held at the Tokyo head office where all the employees shared about their performances.

Over the next 20 years, I was blessed with many good colleagues. I am grateful that I have been able to continue to work with JAC. During the course of my career, I faced some challenging situations, such as the Lehman Brothers collapse, which brought us into a management crisis, and we had to invite people to voluntary retirement and to withdraw job offers. I also had to make ruthless decisions as a manager, and even experienced standing in court. I have spent all of my working life, almost half of my life, at JAC, gaining a wide range of experiences. I would like to continue to keep in mind how I felt when I joined the company and the original intention of Philosophy & Policy. Every recruitment story is different. I am determined to continue providing tailor-made individual “connections”, which in turn will lead to a contribution to society.

### Yasuki Shigekuni

JAC Recruitment  
Executive Search Division  
Executive Search Team  
Senior Principal



## Grateful to have found a job that contributes to Japan!

I joined the company in 2006 when I was 35 years old and have been with the company for 19 years. I was initially assigned to the Service Division, where all team members were in their first to fourth years after graduation except me. Seeing me confused by the different environment from what I expected, people around me thought I would leave the company soon, and when I didn't quit, the team members called me a miracle worker. We were busy developing new business every day, and I still vividly remember how all the members came to stay at my home on weekends.

The situation changed drastically with the collapse of Lehman Brothers, and we experienced

difficult times, but under the leadership of Mr Matsuzono, who was Managing Director at the time, JAC Recruitment focused on consulting-style service, strengthening specialisation and increasing the unit price, which greatly increased productivity and helped us to overcome the difficulties, which I now fully realise and am thankful for.

In 2017, I moved to the Executive Division, and in April this year, the person I supported in his career change was selected to become the President of a prime listed company. I am very grateful to Mr & Mrs Tazaki for allowing me to join JAC and for the wonderful work we are now doing.

### Asako Fukuda

JAC Recruitment  
Executive Division  
Consumer Goods  
& Services Team 2  
Manager



## Touched with a business model that makes everyone happy

On the occasion of JAC's 50th anniversary, I would like to thank Mr & Mrs Tazaki for having built up this wonderful field. I would also like to say “Good job!” to myself when I made the decision to join JAC in 2004. I love JAC for mainly three reasons: (1) The business model that creates happiness, (2) The culture of Freedom & Discipline, and (3) The fulfilment of challenging big goals with others.

In my previous job, the company's expectations of my behaviour did not match the contribution I wanted to make to customers, and I was unable to feel fulfilled in my work. When I thought about changing jobs, I discovered the recruitment business and felt that it was the best business model that could contribute to clients (successful recruitment), meet company expectations

(achievement of performance targets) and bring joy to candidates (successful job change), all without contradiction. In the course of my attraction to recruitment business, I was impressed by JAC's philosophy of Freedom & Discipline as the ultimate, concise expression of my ideal style of work, and decided to join the company. I have enjoyed working for JAC for more than 20 years because I have experienced the appeal of the business and corporate culture that I felt before joining the company more than I could have imagined. On that foundation, I can take on the big goal of becoming No. 1 in the world with colleagues whose professionalism and personalities are worthy of respect. It's too good to be true! Thank you, JAC!

### Nobuaki Tominaga

JAC Recruitment  
Executive Search Division  
Executive Search Team  
Senior Principal



## No other company has such a strict and noble philosophy

My late father and I often talked about business and organisational theory after I grew up. He loved history, and my parents' bookshelves were lined with books by Ryotaro Shiba, The Three Kingdoms, Sun Tzu and others. I consulted him when I changed jobs, and sought his advice when I was stuck as a manager, and I once asked him a vague question: “What is a good company?” He thought for a moment and said, “A company with a clear philosophy”. At that moment, I smiled to myself and thought that my observation was right, that our philosophy is

top-notch and incomparable.

Freedom & Discipline and Fairness - no other company in the human resources industry has such a strict and noble philosophy. I can proudly say that this is the main reason that has kept me here. I am truly blessed to have been with the same company for 20 years, and I would like to express my sincere thanks and congratulations to JAC Group on its 50 years of history. In this era of fast-paced change, it would be good for us all to take a fresh look at our Philosophy & Policy.

### Tomoko Nishinohara

JAC International  
Core Enterprise  
Services Division  
Senior Consultant



## You won't find a better team than this one

Aspiring to work for a Japanese company, I applied to become a recruitment consultant after obtaining my JLPT N3 certification and started my career with JAC Recruitment Malaysia in 2003. Since then, I have specialised in the financial services industry. My successful placements range from C-Suite, senior management and executive level candidates. Throughout the years, I have earned various awards, including Best Team, Best Division, Best Consultant and Outstanding Consultant.

The most memorable story at JAC was experiencing zero sales for three consecutive months in 2021. The results were not as good as expected and there were a number of cases where we were unable to close a deal. The

pandemic also coincided with a period when recruitment activities came to a complete standstill. Nevertheless, I firmly believed that maintaining a positive attitude, resilience, and ability to overcome difficulties and bounce back from setbacks were essential qualities for our work, and I worked on them. As a result, I went from zero sales to being named the Best Consultant of the Year and becoming a member of the 500+ Club. It was truly a rollercoaster year. During my amazing 20 years at JAC Malaysia, especially during the most challenging periods, I received invaluable support from the management and team members. I love JAC Malaysia, and I cannot think of a better team anywhere else.

### Saw Seow Peng

JAC Recruitment Malaysia  
Corporate  
Services Team  
Senior Principal  
Consultant



## Their personalities and great love felt at the intimate dinner table

Almost 20 years ago, when I was a new manager, I visited Mr & Mrs Tazaki at their home. “We don't have children, so you are our precious children. Make yourself at home”. They told me, and we had a great time chatting as much as we could. “Both of us have been working for a long time, so we share the household chores”, said Mrs Tazaki, who cooked efficiently, and the food was delicious, bringing out the best flavours of the ingredients. Mr Tazaki was in charge of serving, wiping dishes with a towel over his shoulder, and throwing out the rubbish. In the nicely decorated living room, Mrs's childhood calligraphy *TSUYOIKO* (Strong Child) was displayed, and it

seemed as if the strong, straight girl had become a big tree as it was. It was wonderfully relaxing and cosy. I am sure it was because everything about the two of them is true, they value things, have understanding and respect for everyone, treat each other with great love and put their thoughts into action. More than a decade later, JAC continues to grow. I am very proud and excited to think that we all employees will continue to take care of each other as a family, and that our circle of growth will spread all over the world and contribute to society through our business. I am deeply grateful to them for having founded JAC.

### Sumiyo Ebi

JAC Recruitment  
Nagoya Office  
Nagoya Division 1  
Executive Team  
Senior Principal



### Olivia Hussy

JAC Recruitment Indonesia  
Director



## The trust of clients gives us the strength to move forwards

In my nine years with JAC, the most rewarding part of my role is the trust my clients have in me and my team, and the referrals they make to other companies. Receiving thank-you cards and emails from the candidates I have helped is also incredibly rewarding.

My bosses also had a big impact on me. Mr Onishi once said to me, “You have a candidate database in your head”, which was a great compliment. Also, Mrs Tazaki's advice to “Strike while the iron is hot” taught us the importance of seizing every opportunity while it's available.

A few unforgettable moments include being

the only recruitment partner invited to a Japanese manufacturing client's grand opening and being entrusted to handle their positions. Another cherished memory is seeing my team members become 100+ Club members. Joining the prestigious 100+ Club is an honour, and receiving awards for team achievements, celebrated with everyone, is a memory that will stay special.

The JAC philosophy, specialist consultant approach, and quality-driven work have always inspired me.