

5 June 2025

Robert Walters Japan Commemorates 25 Years of Excellence with Anniversary Reception

TOKYO, JAPAN - Global talent solutions business Robert Walters Japan is celebrating its 25th anniversary in 2025. To commemorate this special milestone, the company will be hosting a 25th anniversary reception at the Palace Hotel Tokyo on Thursday, June 5th.



Since its establishment in 2000, Robert Walters Japan has achieved countless success stories with companies and professionals under the mission "Powering people and organisations to fulfil their unique potential."

Jeremy Sampson, CEO Northeast Asia & Greater China at Robert Walters, comments:

"It is with great pleasure and pride that we celebrate Robert Walters Japan's 25th anniversary. The successes we have achieved in Japan over the past quarter century have only been made possible with the support of our clients, candidates and passionate work put in by every one of our employees.

Over the past 25 years, the Japan market has seen many changes, including diversification of employment styles, work style reform and the spread of remote work. As a talent solutions business, we have been committed to providing value to our candidates and clients in this ever-changing market.

As our organisation has grown over the years, we have also taken great strides to be a responsible business that leaves a positive impact on the wider community. Internally, we have focused on promoting diversity and inclusion, with over 40% of our leadership positions held by women. We actively promote LGBTQ+ inclusivity through our participation in Tokyo Pride and internal initiatives such as providing social security benefits for same-sex partners.

Beyond our internal efforts, we have established meaningful partnerships with organisations like You Me We, TELL Japan and Peace Boat Disaster Relief to provide support to those who need it most. We have also launched talent advisory services including our Hiring Inclusivity Roadmap and Women's Talent Development Solutions to help accommodate our clients' diverse talent needs and create more inclusive workplaces across Japan.

As we look back on 25 years of progress, we are taking the next step towards the future. We will strive to be the most trusted talent solutions provider globally and in Japan, helping to enhance the country's competitiveness on the world stage while addressing the ever-increasing talent crisis. Our ambition is to leverage our global presence and deep local understanding to build stronger relationships of trust and continue to provide better solutions for our partners.

We look forward to creating a better future together with you."



History of Robert Walters Japan

1985: Robert Walters plc founded in London, UK as a professional recruitment service.

2000: Robert Walters Japan K.K. established. Tokyo office opened as the first office in Japan.

2007: Osaka office established with the goal of expanding services to the Kansai area.

2011: Selected as "Company of the Year" at the British Business Awards hosted by the British Chamber of Commerce in Japan (BCCJ).

2018: Awarded for "Banking & Finance Recruitment Company of the Year", "Best Back Office Team of the Year" and "Growth Company of the Year" at the Recruitment International Awards Japan.

2019, 2020, 2021: Selected as Best Company for three consecutive years for Great Place to Work® Institute Japan's medium-sized company category (100-999 employees).

March 2020: Akimasa Kataoka appointed Director of Osaka office.

February 2023: Rachna Ratra appointed Managing Director of Tokyo office.

April 2023: Toby Fowlston appointed CEO of Robert Walters.

March 2024: Announced brand relaunch with a renewed commitment to long-term partnerships with clients and candidates. Launched two new talent solutions, "Hiring Inclusivity Roadmap" and "Talent Development Advisory (Women's Talent Development Solutions)".

April 2024: Jeremy Sampson appointed CEO of North East Asia & Greater China.

July 2024: Unified its three brands – Robert Walters, Walters People and Resource Solutions – into a single brand, Robert Walters, signalling the next step in the company's vision to be the world's most trusted talent solutions business.

January 2025: Announced sponsorship as a supporting partner for the UK Pavilion at the 2025 Japan World Expo.

About the Anniversary Reception

Over 300 clients will be invited to the anniversary reception, where Robert Walters' global CEO, Toby Fowlston, and Northeast Asia & Greater China CEO, Jeremy Sampson, will express their heartfelt gratitude for their continued support.

The event will feature a networking party with fine food, live performances and a raffle with great prizes, making it a very special experience for all attendees.

Reflecting on its 25th anniversary, Robert Walters is more committed than ever to supporting the success of professionals and organisations through a wide range of solutions.

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About Robert Walters Japan:

Established in 1985, Robert Walters is a global talent solutions business operating in 31 countries across the globe. Robert Walters Japan celebrates its 25th anniversary this year, with two well-established offices in Tokyo and Osaka. For 25 years, we've been a driving force in the Japanese recruitment market, providing high quality candidates for our clients and access to the best jobs. Our consultants are experts in their respective industries and work in teams to provide talent solutions across a wide range of industries and job categories.

Our three core services are:

- **Specialist Professional Recruitment** - encompassing permanent and temporary recruitment, executive search and international career management.
- **Recruitment Outsourcing** - enabling organisations to transfer all, or part of, their recruitment needs to us either through recruitment process outsourcing (RPO) or contingent workforce solutions (CWS).
- **Talent Advisory** - supporting the growth of organisations through Market Intelligence, a Hiring Inclusivity Roadmap to help companies eliminate bias and barriers in their hiring process, and a Women's Talent Development Solutions service to foster the next generation of female leaders in Japan.

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