

Howie "Ichiro" Lim

I connect tech and manufacturing companies with bilingual talent in the U.S., Japan, and Asia.

Tokyo, Japan | [LinkedIn](#)

Most companies hire bilingual.

The ones that win in Japan hire bicultural.

I place top-tier bilingual and bicultural talent into fast-growing tech and manufacturing companies across the U.S., Japan, and APAC — enterprise SaaS, CPaaS, AI, cloud, telecom, industrial tech, and fintech.

My placed candidates typically generate \$5–20M in revenue impact within their first two years. Clients report 85% placement retention.

Building a team? Let's connect.

□ howard@incredibleconsulting.jp

EXPERIENCE

Member

Dec 2022 — Present

RevGenius

RevGenius is a group of revenue-generating sales and marketing professionals brought together to learn, share, support, and grow with each other. You can consider us your alt work family!

CEO, President

Jan 2010 — Present

Howard Lim Companies

Tokyo, Hong Kong, China, Asia, United States

Engaged in a number of different businesses spanning multiple vertical industries.

Managing Director

Oct 2008 — Present

Incredible Consulting Group

San Francisco Bay Area, Japan, Asia

Foreign companies rarely fail in Japan because of their technology.

They fail because they hire bilingual talent when they need bicultural talent.

At Incredible Consulting, with offices in Tokyo and the San Francisco Bay Area, we help technology and manufacturing companies hire the bilingual and bicultural sales, technical, and leadership talent needed to succeed across Japan, APAC, and North America.

20+ years of executive search experience.

85% placement retention.

Candidates who frequently generate \$5M–\$20M+ in revenue impact within their first two years.

Bridging talent, culture, and business across borders.

EDUCATION

California Polytechnic State University-San Luis Obispo

Jan 1990 — Jan 1994

B.S. in Finance

Activities and societies: Cal Poly Wrestling

Bilingual Recruitment / Bilingual Talent Sourcing and Global Talent Acquisition

SKILLS

Talent Acquisition · Enterprise Sales · Bilingual Recruitment (Japanese/English) · Japan Market Expertise · APAC Recruitment · Bilingual Recruitment / Bilingual Talent Sourcing · Global Talent Acquisition · Executive Sales Recruitment · Business Strategy · Start-ups · Management Consulting · New Business Development · Business Development · Entrepreneurship · Strategic Partnerships · Consulting · Strategy · Strategic Consulting · Executive Search · Recruiting · Talent Management