WORK IN JAPAN & Japanese Business Culture
By Find Asia Limited

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1. About Us

Established in Oct 2011

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Branches in Tokyo & Bangkok

2. What is WORK IN JAPAN?

Clients → Recruit (in Japan) → Find Asia (in HK) → University / Students
2. What is WORK IN JAPAN?

三菱東京UFJ銀行

三井住友銀行

HONDA

The Power of Dreams

Panasonic

NISSIN

楽天

KONAMI

Deloitte.

Mitsubishi Corporation (Hong Kong) Ltd.

3. Global Recruitment

18 Mar 2014, Yomiuri Newspaper

Nov 2013, Nikkei Newspaper

(2013年11月日経新聞掲載)
3. Global Recruitment

Corporates’ Objectives of Recruiting Foreign Students

- Regardless of nationality, corporates want to recruit excellent human resources.
- Foreign students as the bridge which would assist the corporates in expansion of business.
- Diversity in human resources
- Needs of global human resources (グローバル人材)

Global Human Resources

1. Foreign language skills
2. Communication skills, Flexibility
3. Understanding of your own culture & cross cultural understanding
4. Broad knowledge
5. Independent, ability to take action yourself
6. Vision of the future
7. High in spirit "Never Give Up"
3. Global Recruitment

Recruitment Process

- Campus Recruitment Seminar
- SPI Test (Synthetic Personality Inventory Test)
- Web Test
- Interview with the representatives from the company
- Online interview
- Final interview in Japan

4. Company Information

Recruit × Indeed

About RECRUIT
- The largest HR provider in Asia
- Recruitment, Education, Catering, Tourism, Hotel, Etc
- Offices in USA, Canada, UK, Australia, China, Singapore, India, Vietnam, Malaysia, the Philippines and Thailand
- TOP 10 “Best Company to work for” in Japan

About INDEED
- Subsidiary company of Recruit Group
- The largest recruitment information search engine in the world
- Covers 7 continents – 53 countries and regions
- Staff from Google, Facebook, Amazon, and world first class universities
4. Company Information

Recruit Group

・RGF HR Agent
・Bó Lê Associates
・NuGrid
・51job (オンラインHR/一部出資)
・Tao Fang (住宅事業/JV)
・PegiPegi (旅行事業/JV)
・MyTour (旅行事業/JV)

・CSI (人材派遣)
・Staffmark (人材派遣)
・Advantage Resourcing America (人材派遣)
・Indeed (オンラインHR)
4. Company Information

Recruit Group

Why do they need the Engineer?
- Evolving Information Technology & Globalization
- Diversified needs from Customers & Clients
  ⇒ Service Improvement
  ⇒ Customer Satisfaction

5. Job Information

Recruit × Indeed

- Working with top engineers from all over the world
- Development of the world’s largest recruitment information search engine
- Annual income of JPY 6.5 million to 10 million
- Working in Tokyo, gorgeous working environment
5. Job Information

Recruit × Indeed

Position: IT Engineer

Responsibilities:
- Develop new products and new features, improve the existing features consistently from the upstream process to the actual development
- Clarify the service concept through communication with the Product Manager, utilizing the mock-ups and prototype types
- Write high-performing and maintainable code
- Develop reusable components, user-friendly services

Requirements:
- Students in Computer Science or related area, or equivalent work experience
- Knowledge of UNIX, Linux, C, C++, JAVA, JavaScript, etc
- Business level of English, Japanese NOT required

Salary: JPY 6,587,000 / Year (Equivalent to HKD 427,000)

Benefit:
- Property Savings, Short-term internal Loan System, Internal Housing Finance System, Employee Holding System, etc
- STEP Holiday (28 days consecutive holiday after 3 years full time work)

Working Environment:
- Working location: Ebisu Office Building, Shibuya – offering an open and free workplace for engineers
- Half of the staff are from overseas, English is the working language
- Training Courses in US Austin after job enrollment
5. Job Information

Recruit × Indeed
– Working Environment

5. Job Information

Recruit × Indeed – Programming Contest @Tokyo
6. Interview Tips
What qualities Japanese corporates are looking for?

Flexibility (柔軟性)

Activeness (積極的)

Cooperativeness (協調性)

Communication Skill (コミュニケーション能力)

Logicality (論理的思考)

Well prepared
Be confident
Be polite
Be honest
Be sincerer
Mind your body language
Eye contact
Smile
Ask for clarification
Say “Thank You!” at the end
6. Interview Tips

**Male**
1. Hair Style (Clean & Simple)
2. Wear Suit (Black/Blue)
3. Bring Your Bag
4. Wear Clean Shoes

**Female**
1. Hair Style (Clean & Simple)
2. Wear Suit (Black/Blue)
3. Accessory (Neat & Tidy)
4. Wear Clean Shoes

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**What to do when you enter into the interview room?**

1. Knock
   - Always knock the door before entering into the room.

2. Be quiet
   - Open & close the door quietly.

3. Bow
   - After closing the door, bow & greet interviewers.

4. Introduce yourself
   - Introduce yourself with clear voice & smile.

5. When to sit down?
   - Sit down when interviewers invite you to sit down.

6. Manner while sitting
   - Keep your back straight & slightly apart from the chair. Keep your hands on your knee, place your bag on the floor.
Q & A