Working as IT Personnel in Japan

-For IT Personnel Considering Working Abroad-

This pamphlet provides general information as well as a Q&A on working and living in Japan, and introduces you to the personal experiences of IT personnel who are already active in Japan!

Introduction

The information and communication industry is an important industry for the growth of Japanese industry. Furthermore, with the emergence of new technologies and services such as big data and IoT, IT utilization is becoming more sophisticated and diversified not only in the information and communications industry, but in all industries, causing the importance of IT personnel to increase as a result.

Under these circumstances, the Japanese government welcomes foreign nationals from around the world, including study abroad students and IT personnel working in Japan. The number of foreign-national personnel working in Japan is increasing every year, and as of 2019, 1.66 million foreign-national personnel were working in Japan (among this figure, 67,540 were in the information and communications industry)[*1].

This pamphlet is for foreign residents who are considering working as IT personnel in Japan, and in addition to providing general information as well as a Q&A related to working and living in Japan, it also introduces you to the personal experiences of IT personnel who are already active in Japan. It is our hope that for IT personnel who are currently outside of Japan, this pamphlet will present a concrete image of what it is like to work in a Japanese company so that they may consider employment in Japan.

Number of employees in the information and communications industry who are active in Japan (Indian nationals)
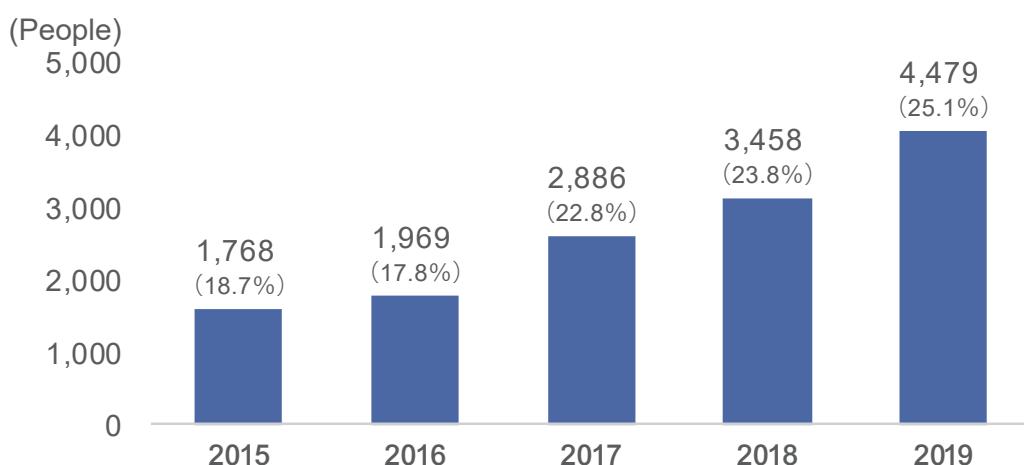
The figures in parentheses indicate the percentage of employees engaged in the information and telecommunications industry out of the number of employees across all industries.
<<Source>> *1: List of Notification of Status Tables for the "Employment Status of Foreign Nationals"

1-1 About Japan

Boasting world-class technological capabilities, Japan is a nation of science and technology where people and technology co-exist in harmony.

Japan ranks third in the world in terms of GDP ranking, and after the U.S. and China, "Japan is where global enterprises aggregate" [*1].

In addition, Japan's local economies have GDPs that are equal to those of nation-states, and an increasing number of companies are using ICT to solve social issues in both urban and rural areas.

As such a technological superpower, Japan is known not only for its high level of technology but also for being a country that is easy to live in as well as for being a peaceful nation.

People from overseas who visit, stay or live in Japan are attracted to various aspects of Japan, such as its "high level of safety," its "rich nature," and the fact that Japan "develops advanced technologies [*2]."

Furthermore, among "study abroad students and foreign-national workers in Japan, as well as former study abroad students and foreign-national workers who used to be employed in Japan," approximately 80% answered that they would "recommend working in Japan to friends in their home country," indicating that many people from abroad are attracted to working in Japan. [*3]

<<Sources>>
*1: JETRO, "Why Japan? '5 Reasons to Invest in Japan'" (2018) *2: Visual Industry Promotion Organization (VIPO), "Survey of Foreigners Attitudes for the Reproduction of Cool Japan" *3: Research Institute of Economy, Trade & Industry, "Survey on the Attitudes of Foreign Workers Toward Employment in Japan" (2018)

Japan as Viewed in Rankings

International Competitiveness Ranking (2019) (*1)	IT Competitiveness Ranking (2019) (*2)	Patent Application Volume Ranking (2019) (*3)	Rank Among Countries that Have a Positive Impact on the World (2017) (*4)	Soft Power Ranking (2019) (*5)
6th	6th	3rd	3rd	6th

Major Japanese Nobel Laureates of Recent Years
(Science and Technology Related)

2019: Akira Yoshino (Nobel Prize in Chemistry)
Akira Yoshino developed lithium-ion batteries for use in smartphones and electric vehicles. He was awarded the Nobel Prize in Chemistry for having laid the foundation of a wireless, fossil fuel-free society.

2018: Tasuku Honjo (Nobel Prize in Physiology or Medicine)
Tasuku Honjo was awarded the Nobel Prize in Physiology or Medicine in recognition of his discovery of a substance that acts as a brake on the immune system and its contribution to the development of new therapies that help the immune system fight cancer.

2016: Yoshinori Ohsumi (Nobel Prize in Physiology or Medicine)
Yoshinori Ohsumi was awarded the Nobel Prize in Physiology or Medicine for elucidating, at the molecular level, the underlying mechanisms for "autophagy," the process by which living organisms degrade and recycle proteins within cells.

The Appeal of Working in Japan

(1) High awareness of working in teams
In Japan, there is a culture of valuing teamwork, and there are many companies that have a strong awareness of promoting work "as a team." By helping each other and through friendly rivalry, it is also possible to produce higher results for work that cannot be accomplished individually.

(2) A substantial educational environment
In Japan, many companies are conscious of employee training and have substantial in-house training and OJT (On-The-Job Training). As a result, you can enhance your social skills and expertise through work.

(3) A good living environment
Japan has a reputation for being easy to live in, with two of its cities being ranked among the top 10 for liveability[6]. Japan is very convenient, as Japan's transportation network is well developed in both urban and rural areas, and there are many 24-hour convenience stores in its cities. The variety of food cultures found in Japan have also become a major source of appeal for foreigners. Furthermore, Japan's medical care system and environment are also very well developed, and as long as they meet various conditions (see page 13 for details), even non-Japanese citizens are able to receive the high level of medical care that Japan provides.
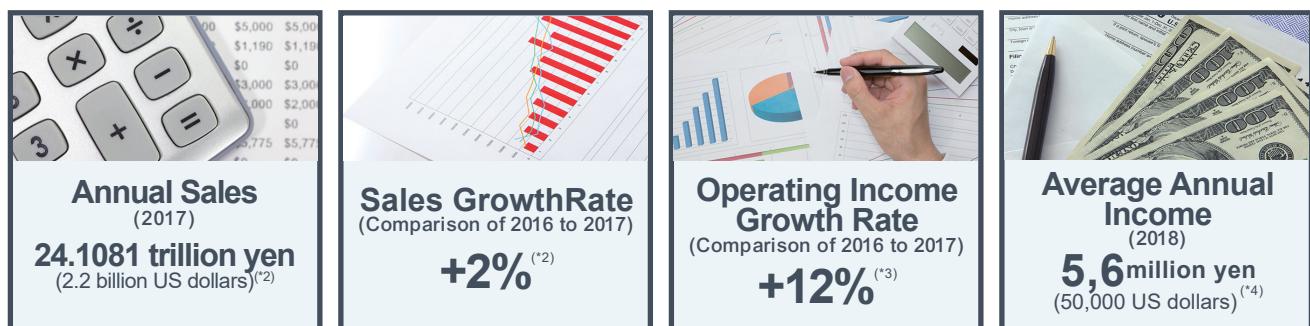
<<Sources>> *1: World Economic Forum, "The Global Competitiveness Report" *2: The Networked Readiness Index *3: World Intellectual Property Organization *4: BBC World Service Poll *5: MONOCLE *6: Global Intelligence Unit

1-2   IT Industry Trends in Japan

The market size of the IT industry in 2017 was approximately 24 trillion yen, an increase of 2% from the previous year. Although there was a period of stagnation in sales due to the Lehman Shock (2008 financial crisis) as well as other factors, the market has continued to grow year after year. In recent years, advanced IT technologies such as cloud computing, artificial intelligence (AI), and IoT are becoming prevalent in society, and further development is expected in the future.

In addition, the ratio of active job openings to active job applicants for information processing and communications engineers is 2.28 to 1 (2019), which is much higher than the average ratio of active job openings to active job applicants for all occupations, which is 1.48 to 1[*1]. This indicates that there are growing opportunities for IT personnel in Japan.
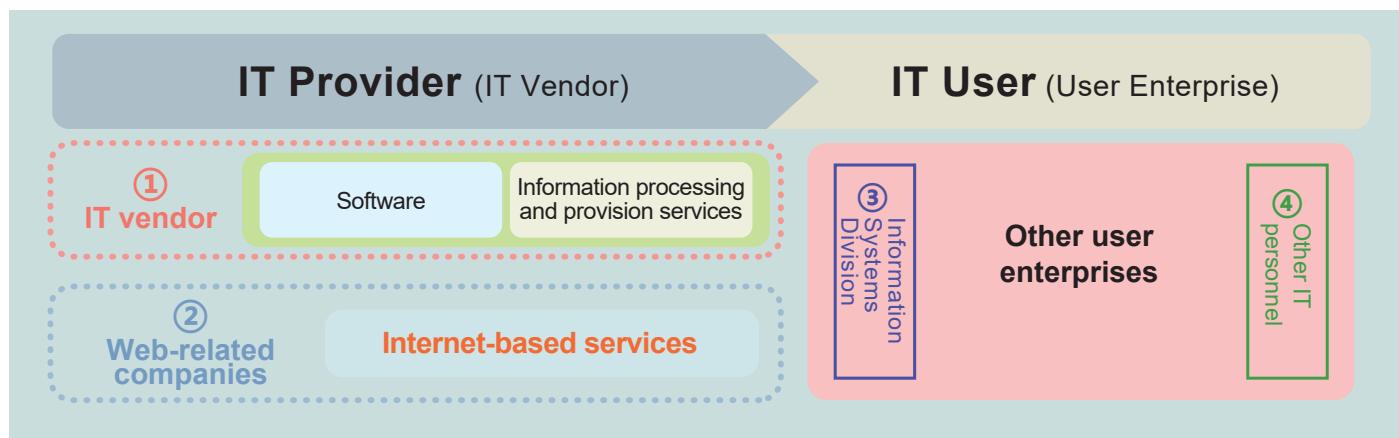
It will be a plus for your career to experience the creation of high-quality products and services in Japan, something that is known as "Japan Quality."

Annual Sales
(2017)
24.1081 trillion yen
(2.2 billion US dollars)[*2]

Sales GrowthRate
(Comparison of 2016 to 2017)
+2%[*2]

Operating Income Growth Rate
(Comparison of 2016 to 2017)
+12%[*3]

Average Annual Income
(2018)
5,6 million yen
(50,000 US dollars)[*4]

IT Industry Category	Annual Sales (100 million yen) (1 million US dollars)	Annual Sales Growth Rate	No. of Employees (100 people)	Employee Growth Rate
Software	148,401 (135)	+14%	7076	+ 6%
Information processing and provision services	772,888 (66)	+7%	3107	+ 6%
Internet-based services	19,792 (18)	+25%	595	+ 27%

Opportunities for IT Personnel

When working as IT personnel in Japan, the main opportunities are in what is considered to be the "IT industry" ((1) IT vendors, (2) Web-related companies) and in (3) the information systems divisions of user enterprises. There is also an increasing need for IT personnel in (4) non-systems departments for work such as the utilization of cloud technology to improve business efficiency in general affairs departments and data analysis in marketing departments. Therefore, when evaluating where to find a job, you should consider your own strengths and areas of interest, while also looking beyond IT companies.

IT Provider (IT Vendor) → **IT User** (User Enterprise)

① **IT vendor**
Software | Information processing and provision services

② **Web-related companies**
Internet-based services

③ Information Systems Division

Other user enterprises

④ Other IT personnel

<<Sources>> *1: Ministry of Health, Labour and Welfare, "General Employment Placement Status (for November 2019) Information" *2: Ministry of Economy , Trade and Industry, "Report on Survey of Selected Service Industries" *3: "Basic Survey of Japanese Business Structure and Activities" *4: Ministry of Health, Labour and Welfare, "Basic Survey on Wage Structure,"
<<Note>> *5: 1 US dollar is calculated as the equivalent of 110 yen

In Japan, if you will be working in what is considered to be the "IT industry" ((1) IT vendors and (2) Web-related companies), you will go into your first career in an occupation where you have been hired as a programmer, system engineer, network engineer, web designer/programmer, etc.

[Example Career Path]

1. Programmer, system engineer, etc.
Gaining experience in the occupation that you have been hired for

2-1. Project manager or IT consultant
After acquiring a certain level of experience and skills, you handle project management as a project manager; or as an IT consultant, you propose the use of systems and technologies that meet the customer's needs in order to solve the customer's management problems.

2-2. Specialize as a programmer, systems engineer, etc.
You improve your expertise in a certain occupation and become recognized as a specialist in databases, security, networking, etc.
*Specific career paths will vary from company to company, so you should consult with the company that you plan to work for.

In recent years, with the spread of advanced IT technology, new AI-related jobs, such as AI engineers and data scientists, have emerged, further expanding the scope of IT opportunities.

In industries other than the information and communications industry, IT personnel are broadly required to utilize IT to improve productivity as well as competitiveness and to visualize management. In these companies, the number of IT personnel is often limited, and they may be put in charge of general IT tasks, not just specialized areas. This demands the ability to think from a broad perspective about what you can do with IT.

[Excerpts from IT Industry Positions]

Programmer	This job involves developing various systems and software using the programming languages that run computers. In general, systems engineers write system specifications, and it is often the case that programming is performed based on these specifications. In addition to programming language skills, this position often requires knowledge of techniques to write programming efficiently.
Systems Engineer (IT Architect, Network Engineer, Project Manager, etc.)	The main tasks of this job are listening to client companies and designing systems. A systems engineer determines specifications based on customer requirements, and then performs basic and detailed designs. In addition to technical skills such as programming, this position often requires communication skills to accurately understand the needs of customers and management skills to manage scheduling so that system development can proceed smoothly.
AI Engineer	This is an engineer that is involved in the development of cutting-edge artificial intelligence (AI) technology. Depending on the company, there are many types of roles that this position may take on. Some AI engineers are involved in research and development for elemental technologies, while others are involved in data analysis using AI as well as system development and implementation. As far as skills, this position often requires, at minimum, a foundation in science and mathematics (calculus, linear algebra, probability theory, statistics, etc.).
Data Scientist	The main role of this position is to analyze and collect data, verify hypotheses, report results, and organize information into data that can be used in formulating business strategies. In recent years, an increasing number of companies have become interested in "big data," and there is a growing demand for data scientists who are experts in the handling of data. In addition to IT skills and knowledge of statistics and mathematics, this position often requires business skills that make it possible to effectively use the results of data analysis for business.

Required Qualifications

In the IT industry, qualifications are often not required when getting a job, but having qualifications allows you to objectively convey the skills that you possess and may give you an advantage in getting a job. In addition, those who have passed the Japan Information Technology Engineers Examination or a mutually certified examination can apply for special provisions regarding residence qualification requirements (see page 9). Also, the Japanese Language Proficiency Test exists as an examination to measure one's proficiency in the Japanese language.

<<Reference>> About Japanese Language Proficiency

The degree of proficiency in the Japanese language that is required when being hired varies from company to company, but among foreign nationals who are currently active as IT personnel in Japan, there are many who began working with the ability to understand daily conversation to some extent or with Japanese language skills below that level(*).

In addition, some companies do not require Japanese language skills at the time of hiring, while others provide Japanese language training from the time of a job offer up until the time that one enters the company.

You can also study at a Japanese language school or through e-learning, so try to find a learning method that suits you.
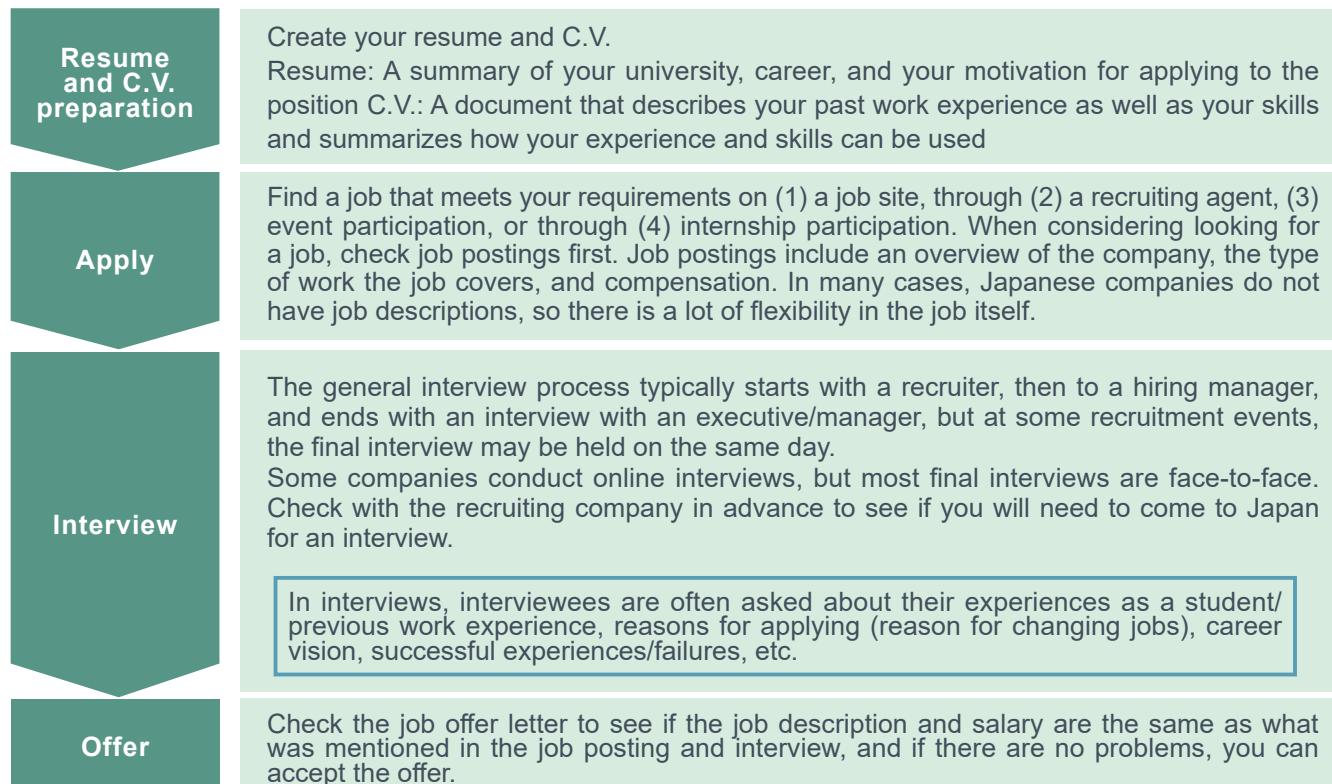

1-3 The Job Hunting Process in Japan

There are four main ways to find a job in Japan: (1) applying on a job site, (2) being introduced to a job through a recruitment agency, (3) participating in a job fair or other event, and (4) participating in an internship. Consider the pros and cons of each way and choose the one that works best for you.

①Job site	②Recruiting agency	③Event participation	④ Internship participation
[Pros] • There are many jobs available and you can search for jobs at any time with a smartphone, etc. • You can search for jobs at your own pace **[Cons]** • You have to apply for jobs and prepare all necessary documents by yourself • There are many jobs available, and finding the job that you desire takes time **[Responsible organizations]** • Recruiting agency	**[Pros]** • You can receive advice on applications and required documents • You can learn about the state of the industry • You may be able to receive an introduction to undisclosed jobs **[Cons]** • You have to keep close communication with your recruiter • Your academic and work experience may narrow the range of companies that you can apply to **[Responsible organizations]** • Staffing company	**[Pros]** • You can proceed to a final interview or receive an offer on the spot • You can receive a direct explanation of the company's appeal and work, and understand the atmosphere of the workplace **[Cons]** • You can only choose from companies that are participating in the event • You need to go to an event hall **[Responsible organizations]** • Recruiting agency • Staffing company • Ministry of Economy, Trade and Industry	**[Pros]** • You can gain practical experience prior to employment • You can experience working in Japan prior to employment and learn about Japanese culture • It is possible to prevent a mismatch after joining a company **[Cons]** • There may be a limited amount of work that you can experience **[Responsible organizations]** • Internship mediation company • Ministry of Economy, Trade and Industry

The Path to an Offer

The general flow of job-seeking activities in Japan is as follows:

Resume and C.V. preparation	Create your resume and C.V. Resume: A summary of your university, career, and your motivation for applying to the position C.V.: A document that describes your past work experience as well as your skills and summarizes how your experience and skills can be used
Apply	Find a job that meets your requirements on (1) a job site, through (2) a recruiting agent, (3) event participation, or through (4) internship participation. When considering looking for a job, check job postings first. Job postings include an overview of the company, the type of work the job covers, and compensation. In many cases, Japanese companies do not have job descriptions, so there is a lot of flexibility in the job itself.
Interview	The general interview process typically starts with a recruiter, then to a hiring manager, and ends with an interview with an executive/manager, but at some recruitment events, the final interview may be held on the same day. Some companies conduct online interviews, but most final interviews are face-to-face. Check with the recruiting company in advance to see if you will need to come to Japan for an interview. In interviews, interviewees are often asked about their experiences as a student/ previous work experience, reasons for applying (reason for changing jobs), career vision, successful experiences/failures, etc.
Offer	Check the job offer letter to see if the job description and salary are the same as what was mentioned in the job posting and interview, and if there are no problems, you can accept the offer.

Procedures for Employment

In order to work in Japan, you will need to obtain a "status of residence" that matches the type of job that you will be doing. In the case of IT personnel, you will basically be required to obtain an "Engineer/Specialist in Humanities/International Services" status of residence, and you will need to meet the required criteria, such as educational background and work experience.

Basically, the company you are planning to join will apply for the issuance of a "Certificate of Eligibility" and send you the issued Certificate of Eligibility by mail. You will then attach your Certificate of Eligibility to your application and apply for a visa at the nearest Japanese embassy or consulate. When you apply for a status of residence, **you should properly consult with the company that you plan to work for.**

Certificate of Eligibility and Visa Application Procedures

	Employer applies for Certificate of Eligibility	Documents for submission: Items pertaining to your status as a foreign national · Items pertaining to your company
	Receipt of Certificate of Eligibility from Employer	Certificate mailed to foreign applicant
	Visa application at a Japanese foreign diplomatic mission	The person in question appears and submits documents · Certificate of Eligibility/identification
	Entry into country with Certificate of Eligibility and visa	After entering the country, submit your residence card to the local city hall to register as a resident.

<<Reference>> Requirements for Acquisition of Status of Residence for "Engineer/Specialist in Humanities/ International Services"

In order to obtain a status of residence, you must have majored in university or other institution in a subject related to the work you intend to engage in, or have at least 10 years of work experience. If you have passed an IT-related examination or obtained qualifications as established in a public notice by the Minister of Justice, you may use those as replacements for educational and work experience requirements as special provisions when obtaining a status of residence.

Educational Experience Requirements	• You have received education at a university (domestic or international; including junior colleges) or education at the same or greater level, or you have completed a specialized course at an advanced vocational school (in Japan) that meets the prescribed requirements (Note) It is necessary that **the subject you majored in at a university or a vocational school is related to the work you intend to engage in while in Japan.** The relationship between the subject that you majored in and your job will be judged in a loose manner. *For India, persons holding NIELIT (former DOEACC Society) A, B, and C level qualifications are the equivalent of having "received education at the same or greater level (of a university)."

OR

Work Experience Requirements	• 10 or more years of work experience (including the period in which you majored in related subjects at university, etc.)

Examples of Accepted Applications	Example 1) Majored in engineering in the department of engineering at a non-Japanese university. After graduating from university, worked as a software engineer at a software company and was engaged in computer-related services. Example 2) After graduating from a non-Japanese high school, passed a non-Japanese, IT-related examination as established in the IT-related public notice from the Ministry of Justice. After that, worked as a system engineer in an IT-related company, engaging in work that included developing, maintaining and improving systems.

■ ITPEC Common Examination (https://www.ipa.go.jp/index-e.html)

The ITPEC Common Examination is a common, unified examination that is conducted based on mutual certification with the "Information Technology Engineers Examination," which is a national examination in Japan. Currently, this examination is being conducted in six Asian countries (the Philippines, Thailand, Vietnam, Myanmar, Mongolia, and Bangladesh). It is a highly trusted examination that is conducted as a national examination in each country, and a certificate of passing for the examination is issued by the respective government agencies of each country. Those who have passed this examination are also subject to special provisions regarding the requirements for obtaining a status of residence, with the exception of the IT Passport Test.

<<Source>> *1: Ministry of Justice "Establishment of Special Provisions to Criteria Pertaining to the Status of Residence of "Engineer" and "Designated Activities" under the Ministerial Ordinance to Provide for Criteria Pursuant to Article 7, paragraph (1), item (ii) of the Immigration Control and Refugee Recognition Act"

Originally from Spain, Product Development
"The fun of robot development and the appeal of 'a way of working that involves others'—something that doesn't exist in my home country"

Davit Santos
After graduating from university, he worked as a programmer in Spain for a year. After that, he decided to study language in Japan. After studying Japanese for a year, he joined MJI, where he currently works. He is currently in charge of product development for MJI.

Q. What caused you to become interested in Japan?
A. I've been interested in Japan since I was a child, but I became especially interested in the cultural differences between my country and Japan. I've been watching Japanese anime since I was a child, so I think I gradually came to want to know about Japan because of that.

Q. Tell us about your current job and what makes it worthwhile.
A. I am currently in charge of development for Tapia (a communication robot), which is MJI's product. The development team is a small team of three or four people, and we talk to the Test Implementation Team while moving forward with development. Before coming to Japan, I worked as an Android programmer in Spain. Tapia's OS is also Android, but I find it more appealing to make robots that can communicate using technologies such as voice recognition and AI.

Q. Have you experienced any problems in your daily work?
A. No, I've hardly had any problems. If there are any problems in my daily work, it might be when I encounter unfamiliar Japanese words in documents or conversations, but when that happens, the people around me translate them into simple Japanese or English, so I don't experience that much trouble.

Q. What do you think are the positive and negative aspects of Japan after working here thus far?
A. Pardon me for suddenly starting with a negative aspect, but I had been worried about crowded trains since before coming to Japan, and as expected, I don't like them (laughs). I feel like it's hard to commute everyday. I really don't do well with crowded trains, especially in the middle of muggy summers.

On the other hand, I think it's great that people give way to each other and are considerate of each other even in such crowded trains. Also, when it comes to work, I think the attitude of listening to other people's opinions is good. Instead of pushing your own opinions, you promote work by involving those around you and asking them "What do you think?" This way of working doesn't exist in my home country, so it's been a very good learning experience.

Q. Please give a message to those who are considering working in Japan in the future!
A. Naturally, there will be many difficult things, but above all, being able to have a family-like relationship with your colleagues is one of the great appeals of working in Japan. Having connections that are not just about business, but ones where you support each other like a real family while moving forward with work makes for an environment that suits me really well. If you are interested in finding a job in Japan but haven't taken a step forward, I would like you to take that first step forward!

MJI Inc.

Established:	July 2015
Representatives:	Director and President Tony Shu and Director Tomohiro Nagamori
Business Description:	Planning, designing, and selling of robots
Head Office:	6th floor of Maruhachi Aoyama Building, 2 -27 -27 Minami-Aoyama, Minato-ku, Tokyo
No. of Employees	19 (Highly skilled foreign personnel: 10, from Spain, Canada, China, etc.)
Awards and Grants:	Taiwan AI x Robotics Accelerator 2018 (TAIRA 2018), Microsoft Azure Certified as an IoT device

Originally from Canada, UI/UX Development

"I can experience a wide variety of projects and actualize what I want to do"

Alexander Tisdale

After graduating from university, he worked as a web designer. After that, he realized that what he wanted to do was to "take on new challenges," so he joined his present company, MJI Inc. He is currently devising new UI/UX designs as he experiences various projects.

Q. What was your most important focal point when you were looking for a job?
A. "Finding a match for what I want to do." I didn't like just doing the same thing over and over, and I was seeking out an environment where I could experience various projects. At my current company, I've experienced so many projects, and I'm very satisfied.

Q. Tell us about what makes your current job worthwhile.
A. I am currently in charge of UI/UX design, and it's very fun to think of new designs for each project. I can try new things one after another just as I focused on when I was looking for a job, so I feel that this job is very worthwhile.
Also, since I am in charge of this work, I am also motivated by the fact that I can make what I want.

Q. Is there anything that you feel are positive or negative aspects of Japan?
A. As a positive aspect, I really feel that Japan is "safe." My home country, Canada, is a relatively safe and secure country in the world, but I was still surprised by the safety and security of Japan. Also, convenience stores are very convenient (haha). I often use them because as long as there is a convenience store I can get anything I want.
In addition, I think the advanced transportation network is also a positive aspect of Japan. In my home country, there are many tourist spots that you can't access without a car, but in Japan, you can gain access by changing trains or buses, so I think it's very convenient.
On the other hand, the indirect way in which people speak is not so good. When I hear something, I sometimes think "which is it after all?" The tendency to speak in a certain manner is a cultural difference, so I don't think it's good or bad, but if you're not already aware of the difference in the way that people speak, you may encounter problems when talking with Japanese people.

Q. Lastly, please give a message to those who are considering working in Japan in the future.
A. There are a wide variety of jobs in Japan, and more and more companies are interested in hiring foreign nationals every year. In other words, I think that Japan is definitely an environment where you can actualize what you want to do, so if you are even slightly considering getting a job in Japan, I'd like you to try and take on that challenge!

Tony Shu, Director and President

MJI Inc.

"Not nationality but who you are and what you can do."

As hiring criteria, "nationality" is totally irrelevant. It just happens to be that the personnel that had me thinking "I want to hire them," or "this person is excellent" were foreign nationals. For this reason, we do not consider whether someone is Japanese or a foreign national to be important as a criterion for hiring personnel, and we carefully check to see if they value teamwork and if they have communication skills. In the future, when I find personnel who I think are suitable for my company, I would like to hire them regardless of nationality.

Wakako Watanabe, Human Resources Manager

"Having an environment where multinational personnel gather creates many possibilities"

Because of the large number of non-Japanese members in the management team and the fact that we had envisioned global business development from the beginning, we needed personnel who can speak English and who have a more global mindset. I expect them to drive teams or projects with a global mindset. I also hope that such a multinational environment will stimulate our Japanese staff.

In accepting non-Japanese personnel, we are placing great importance on respecting diverse values, national cultures, and religions. Also, due to the diversity of backgrounds that we have, there is a high possibility of miscommunication, so I think it's important to communicate well with each other.

Originally from Bangladesh, Product Development
"Having communication and taking the initiative to build relationships of trust with peers"

Hasan Rafiul
As a university student, he encountered a program that gave him a chance to get a job in Japan, and then he decided to participate in that program. After completing the program, he joined Assist You Co., Ltd. Although he has been with the company for a little less than two years, he is still active and shows his teamwork skills.

Q. What caused you to become interested in Japan?
A. Since the time I was in my home country, I have been very interested in Japanese technology and its history. Japan is one of the most advanced countries in the world in terms of IT technology, and the size of the IT-related market was extremely appealing. Another reason I was interested in Japan was the stable working environment.

Q. What makes your current job worthwhile?
A. I feel that creating "added value" makes this job very worthwhile. In order to make my company's existing products even better, I carefully think about "what" I should be doing and "how." Specifically, since we already have a platform, I'm thinking about what features should be added to that platform.

Q. Do you plan to continue working in Japan in the future?
A. Yes, that's the plan. Compared to my home country, the size of Japan's IT market and its cutting-edge technology are very appealing. I also feel that the work stability matches my values, so I want to continue working in Japan.

Q. Have you experienced any problems with your life in Japan?
A. I'm often asked this, but I haven't had any problems and even now, I don't have any problems. When I was preparing my living environment, a senior employee drove me to buy home appliances and gave me daily necessities. At first, I had a little trouble with the food, but now I like Japanese food very much.

Q. What do you feel is especially important when it comes to working in Japan?
A. I think communication skills are important. In this context, communication skills means having "a good back and forth." When you've finished an assigned task, I think that it is very important to share this with clients, instead of just feeling satisfied and ending things. I also believe that it is important to have an attitude where you act on your own and to take the initiative instead of waiting on requests.

Sayuri Obata, Director and President
"I hope he will be the 'cornerstone' of my company's product development"

I was mainly hiring experienced engineers, but I couldn't find people with the technical skills that my company needed, so I continued to have trouble hiring engineers. Under these circumstances, an entrepreneur that I trust introduced me to a program that would allow us to hire personnel from abroad, and I hired Mr. Rafiul on the premise that personnel would be developed internally.

From the start of the hiring process, I specifically checked whether or not he valued teamwork, but he sees teamwork as being very important. His ability to adapt to Japanese culture is also impressive, and our Japanese employees have been working with him without any major conflicts.

In the future, I hope that he will become a key person in the development of my company's products and act a bridge connecting us to the rest of the world.

Assist You Co., Ltd.

Established:	January 1994
Representatives:	Director and President Sayuri Obata
Business Description:	Development, design, manufacturing, sales, maintenance, etc. of AI-equipped security surveillance cameras
Head Office:	1401-30 Maehama, Shinbeppu-cho, Miyazaki City, Miyazaki Prefecture
No. of Employees	9 (Highly skilled foreign personnel: 1/from Bangladesh)
Awards and Grants:	Miyazaki Small and Medium Enterprise Award (2019), Miyazaki Prefecture Future Growth Enterprise (2019)

Q & A

Q1. What should I look for in job postings?

Items that contain a "company outline," "job details," and "compensation and other conditions" as job information are called job postings. Check the "job description," "application requirements" as well as other details, and make sure that the skills that the company is looking for in an employee matches your own skills. Basically, many companies will consider you in the same way as Japanese employees, but in the case of non-Japanese personnel, some companies are looking for personnel to play a role as leaders in more advanced technologies and skills as well as overseas expansion. Japanese companies also tend to look for teamwork and communication skills regardless of nationality. The required level of Japanese language proficiency will vary depending on the company and the type of job, but some companies will evaluate the English ability of a candidate and the willingness of people who cannot speak Japanese to learn Japanese in a short period of time.

[Example of Items Found in Job Postings]

Company Outline	• Company name, business outline, number of employees • Corporate aspirations and mission	• Address and workplace • The company's intended future
Job Details	• Job type and job description • Foreign language requirements (Japanese: Daily conversation level, English: Business level, etc.) • Desired employee (expectations for non-Japanese personnel) • Hiring conditions (salary, employee benefits, etc.)	• Required IT skills and qualifications • Evaluation system and career prospects
Work Environment	• Workplace atmosphere	• Facilities and technology
Support system	• Support system at the time of acceptance • Other (initiatives and systems for development, evaluation, and compensation)	• Japanese language education

Q2. How do I obtain a visa?

First, the company that you are planning to join will apply for and obtain a "Certificate of Eligibility" at the nearest regional immigration bureau. If you will be going to Japan with your family, you will need a status of residence ("Dependent")/visa for your family, so you should ask your company to take care of the procedure for their Certificate of Eligibility. When your company sends you a Certificate of Eligibility, you will then apply at your nearest Japanese embassy or consulate to obtain a visa. The process of obtaining a visa generally takes 2-4 months. When entering Japan, if you present your passport, visa, and Certificate of Eligibility at the airport immigration inspection, you will receive a seal of verification for landing in your passport and you will be able to obtain a residence card.

Q3. How should I find a place to live?

In some cases, your company will provide company housing or will introduce you to a real estate company that they are partnered with, so it's best to check with your company first.

Q4. Do I need to join the medical insurance system or the pension system?

Even if you are a not a Japanese citizen, if you have an address in Japan and a residence card, you will need to join National Health Insurance and the National Pension. The link on the right provides detailed information in various languages about joining the social insurance system.

https://www.nenkin.go.jp/pamphlet/shakaihoken.html

Q5. Which hospital should I go to?

The type of medical treatment that is administered will differ depending on where you want to receive treatment, such as going to a dentist for your teeth and an ophthalmologist for your eyes. The dates and times that will be available for examinations and the languages spoken will also differ depending on the hospital, so it's best to check with your company regarding the nearest hospital to your office. Don't forget to bring your health insurance card when you go to the hospital. (You can receive medical examinations and treatment at 30% of the cost of your medical expenses.)

■ General Job Information

(Use these links if you would like to access information on finding a job in Japan and necessary procedures)

Open for professionals
(JETRO)

https://www.jetro.go.jp/
en/hrportal/

English

For Highly-skilled Professionals
(JETRO)
https://www.jetro.go.jp/en/
hrportal/forprofessionals/

English

■ Information on Examinations

(Use these links if you would like learn information related to qualifications)

Japanese Language Proficiency Test
(JLPT)

https://www.jlpt.jp/e/index.html

English | Chinese

**ITPEC
Common Examination**

http://itpec.org/index.html

English

IT-Related Examinations and Qualifications Established by the Minister of Justice in a Public Notice
http://www.immi-moj.go.jp/english/
hourei/public_notice.html

English

■ Administrative Agencies

(Use these links if you would like to learn about immigration procedures or foreign diplomatic missions)

Immigration Services Agency of Japan

http://www.immi-moj.go.jp/
english/index.html

English | Chinese | Korean | Other

List of foreign diplomatic missions
(Ministry of Foreign Affairs of Japan)
https://www.mofa.go.jp/about/
emb_cons/over/multi.html

English | Chinese | Korean | Vietnamese | Other

Embassy of Japan in India

https://www.in.emb-japan.go.jp/
itprtop_en/index.html

English

■ Life-Related Information

(Use these links if you would like to know about life in Japan)

Living in Japan

https://www.jetro.go.jp/en/invest/living.html

| English | Chinese | Korean | Other |

Comprehensive Living Guide for Foreign Residents in Japan
(for Tokyo)
https://www.tokyo-icc.jp/guide_easy/index.html

| English | Chinese | Korean |

Multilingual Living Information
(Council of Local Authorities for International Relations)
http://www.clair.or.jp/tagengo/index.html

| English | Chinese | Korean | Vietnamese | Other |

A Daily Life Support Portal for Foreign Nationals
(Ministry of Justice)
http://www.moj.go.jp/nyuukokukanri/kouhou/m_nyuukokukanri10_00006.html

| English | Vietnamese |

■ Japanese Language Classes, Business Etiquette Courses

(Use these links if you would like to learn Japanese or learn about business etiquette)

Search Engine for Institutions Offering Japanese-Language Education
https://jpsurvey.net/jfsearch/do/index

| English |

The Japan Foundation

https://www.jpf.go.jp/e/project/japanese/education/resource/

| English |

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厚生労働省

Ministry of Health , Labour and Welfare