connect job

Job-hunting Support Service for International Students

Introduction

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Name

Ryosuke Nomura

From

USA → Japan Nishikasai, Edogawa-ku, Tokyo

What I do

Have been engaged in supporting and helping the international students to get a job across the globe after graduated from university in Tokyo.

Conduct seminar with a career center / student association in universities, spread the useful tips and advices on job hunting in Japan, as well as job opportunities via SNS and individual consultation.

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Which country has the highest rate of increase in foreign workers in the world?

A： Japan

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Preparation

Overview

Compare with other countries...

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Japan	Other Countries
Start job-hunting 1.5 year before graduation	Start job-hunting after graduation
When to offer: Jun - Aug	When to offer: any time
Potential-based hiring	Position-based hiring
Fixed number of hire	As needed
New-grads vs mid-career Different selection flow	New-grads vs mid-career Selection flow no distinctions
▼	▼
Open to anyone（except for engineering-related hiring）	Exclusive, based on one's major/skills
one's major/skills < Personality Experiences Reason to apply "Potential" e.t.c.	one's major/skills matters the most

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Preparation

Overall schedule

Overall schedule

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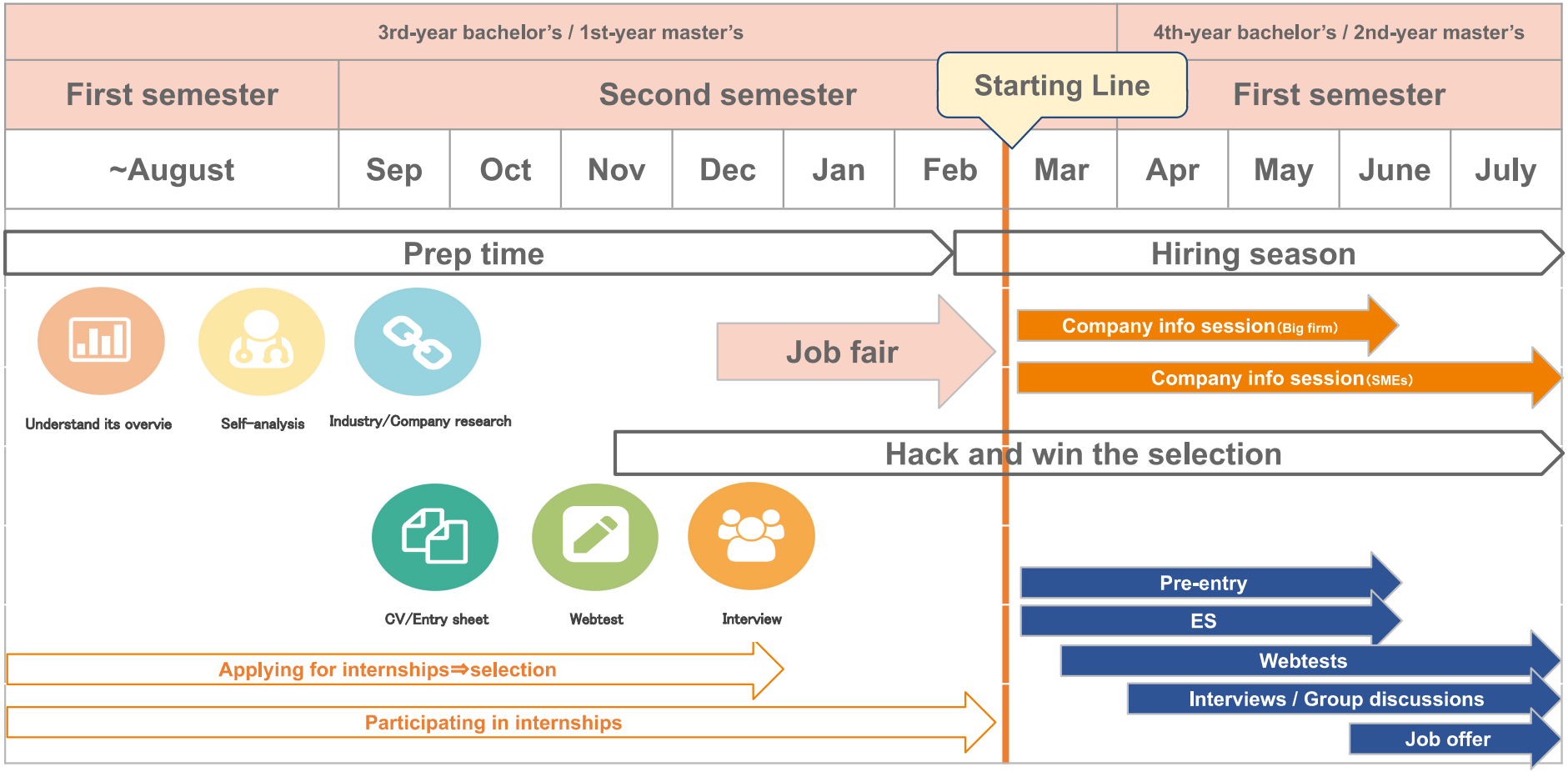

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Preparation

“Potential” hiring

About “Potential-based” hiring

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■企業が採用基準で重視する項目と学生が面接等でアピールする項目（複数回答）

What is

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Potential-based Hiring

To hire employee who is expected to be **competitive** in the future, based on its **potential** rather than their skills or major at university.

But, why?

Why do they value more on “potential”?

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Key Factors of “就活”

New-grads Hire

Long-term Employment

Skills or Major ＜ **Potential**

Potential-based Hiring ＝ **Investment**

How to sell yourself?

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What can be your "uniqueness"?

Your Own

past experience / future career vision

1. To know yourself, to sell yourself better; How you can leverage your strengths and personalities in your work, how you can contribute to the company, and what career you want to pursue based on your past experience as an example/evidence（＝Self Analysis）

2. To know their needs; different company has different needs. to know companies in the market, what kind of talents they look for, what they do as their business（＝Industry/Company Research）

Get yourself ready for job-hunting in Japan

~6 steps to take~

About job-hunting in Japan

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Preparation

- Understand Overall Schedule
- Self-Analysis
- Industry/Company Research

Selection

- CV・Entry Sheet
- Webtest
- Interview/Group Discussion

FAQs

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① About personality, skills, experiences

- Strengths and weaknesses（Self-PR）
- Things you put the most effort in（Gakuchika - ガクチカ）
- The most difficult problem you faced and how you overcome it

② About interest, career path

- The reason why you are interested in this company
- Where to put the most importance on choosing companies to work for
- About your future career plans

③ Questions for international students

- Why did you decide to study in Japan?
- Why did you select that major in university?
- How come you started learning Japanese?

Preparation

Self-analysis

About: Self-analysis

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What

To look back on yourself and organize your thoughts, to get a better understanding of **YOURSELF**. (your strong and weak points, preferences, expertise, skills, interests, dreams, values, and so on…

About: Self-analysis

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Why

- To identify the type of job for you, or the one suited to
- To find out what you should sell yourself with, and how to explain better
  - I am ○○ person, and I like ○○…
    - (Explain who you are, and what you are good at)
  - I feel that ○○ is worthwhile because…
    - （Explain what you are interested in doing）
  - I would like to take on new challenges, such as ○○…
    - （Explain how you can contribute to the organization）

About: Self-analysis

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How

- Summarize your own personal history
  - Write down your experiences and events, what you were good at and what you were not good at and so on.
  - Write down what you thought , what you did, and what you learned from the past.

- Create your future timeline
  - Create a chart, divide the timeline into 3/5/10… years from now.
  - List up your personal life plan and work plan at each milestone.
  - Clarify the reasons/thoughts on each plan as well as how you achieve.

How to sell yourself better?

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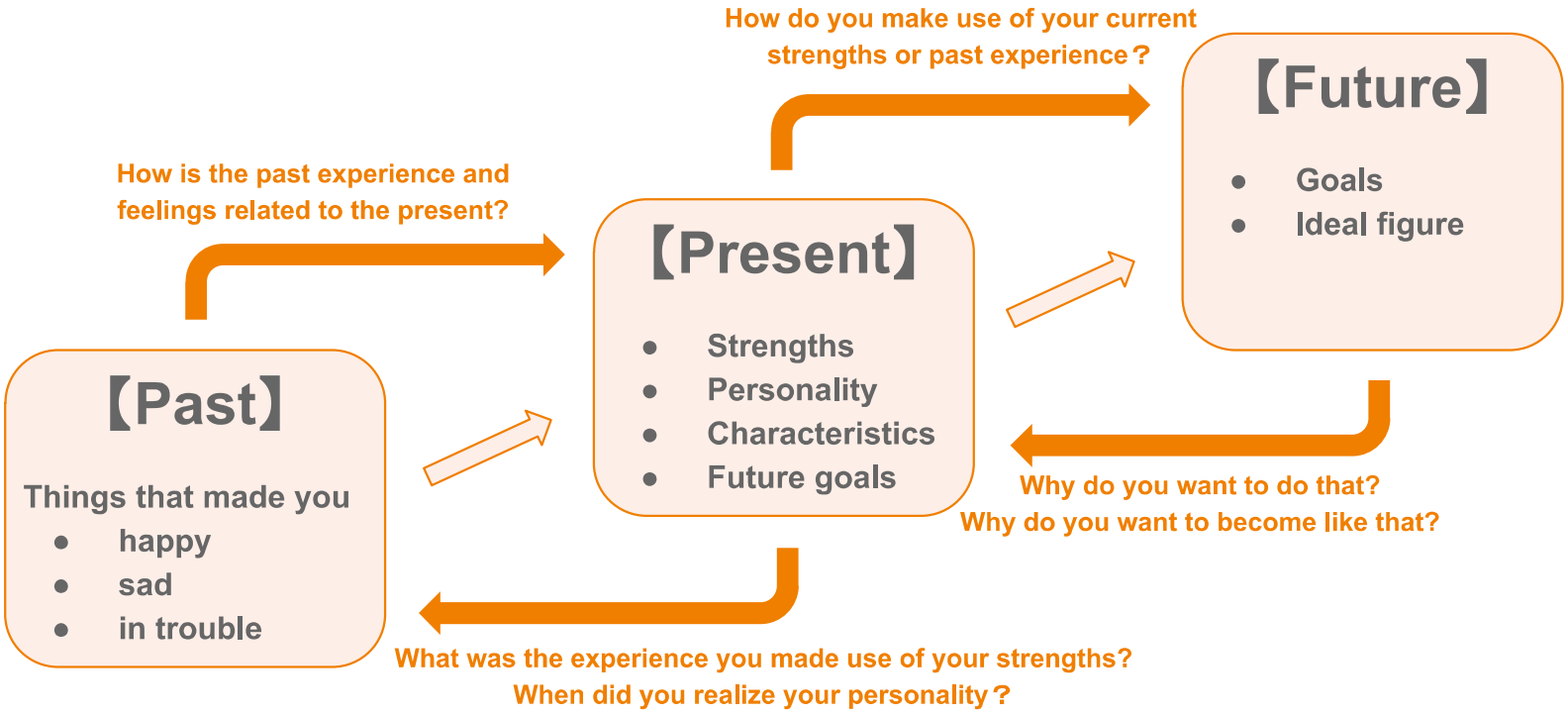
Your answer should be consistent and related to the past/present/future



Strengths as international students

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Purpose of hiring international talents

1位	To hire excellent talents regardless of nationality	74.8%
2位	To revitalize the company as a whole, including the impact on Japanese employees	38.9%
3位	To enhance diversity in the organization	32.1%
4位	To utilize the strengths as international talents such as their experiences or international sense	32.0%
5位	For tasks that requires language skills	28.2%

引用：ディスコ「外国人留学生／高度外国人材の採用に関する調査」 (2020 年 12 月調査)より当社算出

Strengths they look for

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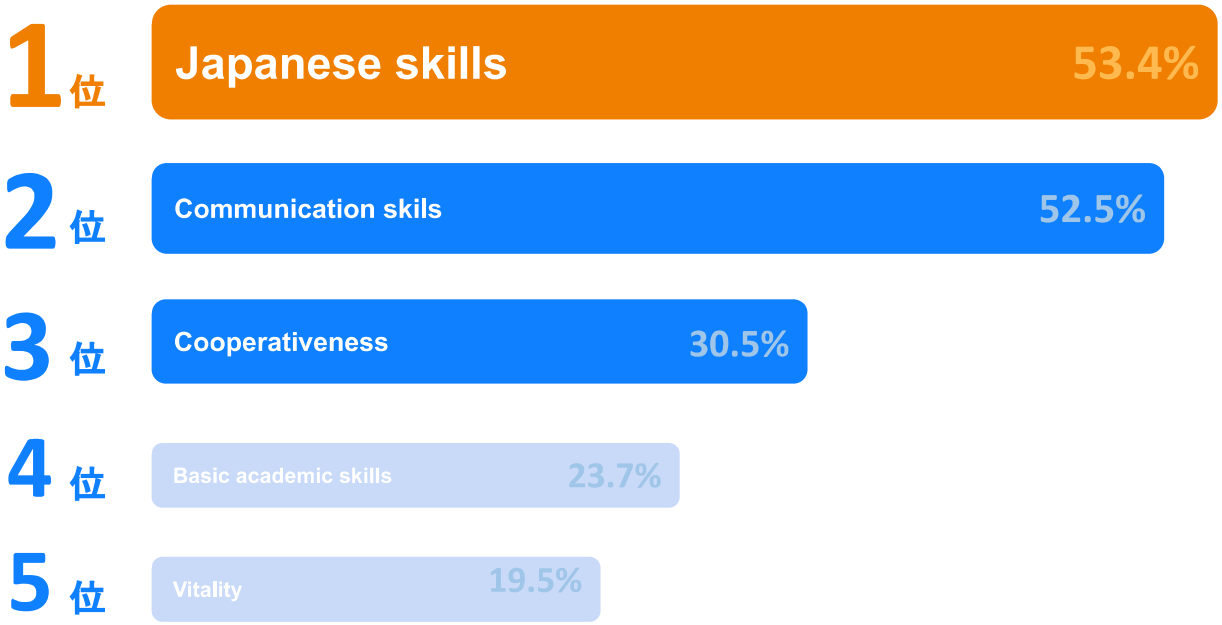
In international students



引用：ディスコ「外国人留学生／高度外国人材の採用に関する調査」 (2020 年 12 月調査)より当社算出

In Japanese students

- autonomy
- Doer
- Problem-solving skills
- Creativity
- Cooperativeness e.t.c.

Strengths as international students

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To begin with; why do they hire international students?

Population decline

Globalization

NEED to hire excellent talents

- Global perspective
- Vitality
- Japanese skills/Other language ability

Preparation

Company research

Why?: Company research

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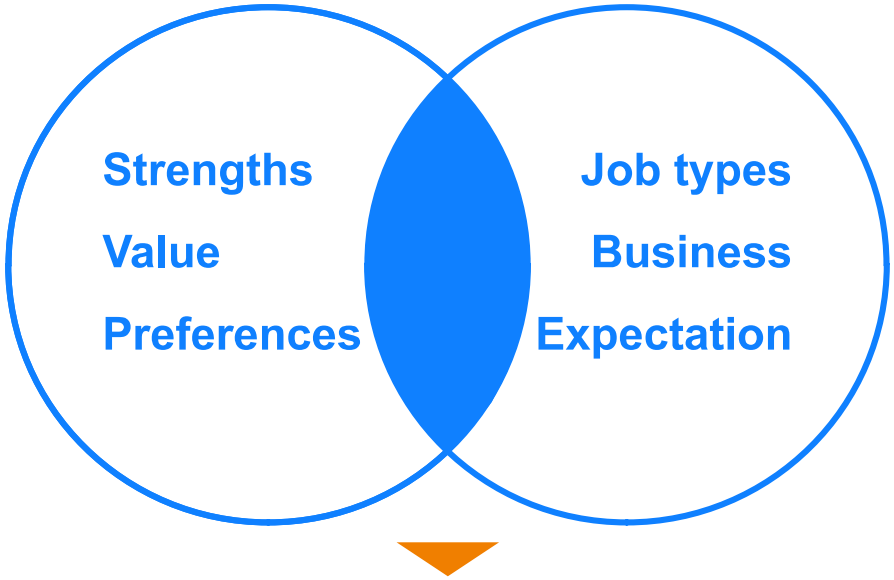

To know understand their needs;
what they expect from candidates

How to “Company Research”?

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1. Check company website
2. Meet your senpai (graduates)
3. Attend company info session

Company website; where to look at?

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1. Check company website

- Job description
- Company information
- Business activities
- IR (Investor Relations)

2. Meet your senpai (graduates)
3. Attend company info session

Company website; where to look at?

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Job description (採用情報/募集要項)

- Summary of the position (業務内容/主な業務)
- Start date (入社時期)
- Requirements (応募条件)
- Salary (給与)
- Working hours (勤務時間)
- Benefits (福利厚生)
- Records of hire by University (採用実績校)
- Selection process

Company info (企業情報)

- Greeting from the president
- Corporate philosophy
- Corporate history

Business activities (事業内容)

- About products/services
  - Business model
  - Main customers

Next

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Selection

CV/Entry Sheet

Differences between Resume (CV) and ES

履　歴　書

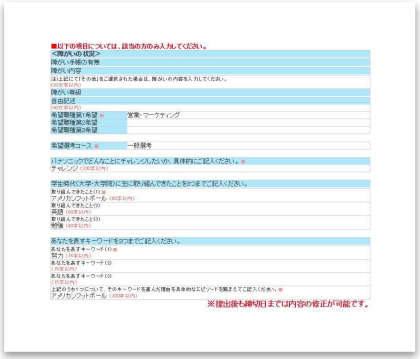
2015　年　11　月　9日現在

ふりがな	とっぷ　きゃりあ	
氏　名	トップ　キャリア	
平成2年　4　月　10　日生　（満　25　歳）　男・女		国籍：アメリカ合衆国
ふりがな：とうきょうとちよだくこうじまち5-3だいりあきやまびるでぃんぐ6階		TEL 03-2263-6846
現住所　〒 102-0083 東京都千代田区麹町5-3第7秋山ビルディング6階		携帯TEL 090-700-1458

E-mail：Taki.Sato@4th-valley.com

年	月	学歴・職歴
平成15年	9月	○○小学校卒業（US）
平成16年	9月	○○中学校（中国）
平成18年	9月	○○中学校卒業（US）
平成21年	9月	○○高校卒業（US）
平成21年	10月	○○大学○○学部○○学科入学（US）
平成23年	10月	○○大学○○学部○○学科交換留学1年間（日本）
平成26年	9月	○○大学○○学部○○学科卒業（US）
平成26年	10月	○○大学大学院○○研究科入学（日本）
平成26年	9月	○○大学大学院○○研究科入学（日本）
		職歴・アルバイト
平成26年	12月	○○語学センター　英語教師

年	月	免許・資格
平成24年	10月	中国語検定（HSK）　5級



■以下の項目については、該当の方のみ入力してください。

<障がいの状況>

障がい手帳の有無

障がい内容

（上記欄で「その他」を選択された場合は、障がいの内容を入力してください。）

障がい等級

自由記述

希望職種(業種)第1希望：営業：マーケティング

希望職種(業種)第2希望

希望職種(業種)第3希望

希望勤務コース：一般総合

パキリンピックでどんなことにチャレンジしたいか、具体的に記入ください。

チャレンジ

学生時代(大学・大学院)に主に取り組んできたことを3つまでご記入ください。

取り組んできたこと(1)

アメリカンフットボール

取り組んできたこと(2)

英語

取り組んできたこと(3)

受験

あなたを表すキーワードを3つまでご記入ください。

あなたを表すキーワード(1)

努力

あなたを表すキーワード(2)

あなたを表すキーワード(3)

上記のうちから1つについて、その4～5キーワードを選んだ理由を具体的なエピソードを交えてご記入ください。

アメリカンフットボール

※提出後も締切日までは内容の修正が可能です。

Resume

- Your basic information and background
- Include **accurate** information

Entry sheet

- Different companies, different formats
- Question - Answer
- Sell yourself in **writing**

Tips when writing ES

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- Make it simple
- Avoid vague expressions
- Ask for feedback

Webtest / Aptitude test

About webtest

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About

- ･･･an exam to assess your basic academic skills and aptitude in order to narrow down candidates in the process of “就活”
- Assess your language / mathmatical (/English) and Personality.
- Differs from company to company.

Types

Popular

SPI

- One of the most common exams
- Language / math / English ability + personality test

Other

Tamatebako	・Commonly used in financial / consulting industries
CAB	・Commonly used for software engineering positions.
TG-WEB	・Famous for its difficulty. ・Used in well-known companies.

About SPI

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Verbal
言語能力検査

Types of questions：Language abilities
- vocabulary
- grammer
- reading e.t.c.

Non-verbal
非言語能力検査

Types of questions：Mathmatical abilities
- computational skills
- Logical-thinking skills e.t.c.

Example: verbal ability test

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Grammer

Choose the right answer with the underlined word, which is used in a similar sense in the example sentence.

Example：君にはとても助けら<u>れた</u>よ

A. お客様がこら<u>れた</u>
B. 怒りを通り越してあき<u>れた</u>
C. よくここまで来<u>れた</u>ね
D. 幸運にも選ば<u>れた</u>

A： D

Example: non-verbal ability test

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Calculation

A group of people went to the zoo. The admission fee to the zoo was 1200 yen for adults and 400 yen for children.

There were 9 people in a group, and the total admission fee was 5200 yen. How many children were there in a group?

A. 3
B. 4
C. 5
D. 6
E. 7

A: E

Example: non-verbal ability test

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Calculation

A group of people went to the zoo. The admission fee to the zoo was 1200 yen for adults and 400 yen for children.

There were 9 people in a group, and the total admission fee was 5200 yen. How many children were there in a group?

Number of adults = X、number of children =（9-X）

The total admission fee = 5200

1200X+400（9-X）=5200

1200X+3600-400X=5200

800X=1600・・・X=2 → number of children（9-X）= 7

Tips when taking a webtest.

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Be accurate

Learn how to solve by studying & Don't be "just a hunch"

Solve quickly

Solve faster, solve more & Watch out for the time limit!!

Stay calm

Be yourself / Don't lose yourself & Get used to it.

Next

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Interviews

Purpose

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Steps to sort candidates → Steps to choose candidates

ES → Webtest → **Interviews** → Job Offer

- To assess you from different perspectives.
  - Personality
  - Skills
  - Motivation/Passion towards the job/company e.t.c.

Types of interviews

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ES ▶ Webtest ▶ **Interviews** ▶ 内定

interviews to “sift out” → **interviews to “choose”**

Group discussions ▶ 1st interview (in a group) ▶ 2nd~3rd interview (Individual) ▶ Final interview (Individual)

- With other candidates
- Compared with one another, and pick who to invite to the next

- Check whether you are the “right one”
- Pick who to hire

Types of interviews

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	Length	Interviewers	Key factors
1st interview (in a group)	5~10min *for each	Young HR recruiters ※1~more	Check basic communication skills and manners "Should I introduce this candidate to my boss or not?"
2nd~3rd interview (Individual)	20min~1hour	Senior HR recruiters or Employees in other departments ※1~more	Ask about your strengths and related stories in detail Check whether the candidate can work well or not
Final interview (Individual)	About 30min	CEO/Board members ※1~more	Ask about motivation, as well as "reason for applying" Make a comprehensive assessment to pick the right ones

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Selection

Practice

Practice①

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Why did you decide to study in Japan？

Example A	Example B
I have been a fan of Japanese anime since I was a child, and I traveled to Japan with my family when I was in high school. At that time, I fell in love with Japan even more and decided to study abroad in order to go to a Japanese university and further improve my Japanese language skills.	I have been a fan of Japanese anime since I was a child, and I traveled to Japan with my family when I was in high school. At that time, I was impressed by the Japanese people I met there, who were very diligent, and I decided to study in Japanese university to grow as a person like that, surrounded by Japanese students.

Practice①

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Why did you decide to study in Japan？

Example A

I have been a fan of Japanese anime since I was a child, and I traveled to Japa[illegible]n I was in high school.

Exactly **What** do you like about Japan?

At that time, I fell in love with Japan even more and decided to study abroad in order to go to a Japanese university and further improve my Japanese language skills.

Why did you want to improve Japanese skills?

Example B

I have been a fan of Japanese anime since I was a child, and I traveled to Japan with my family when I was in high school.

Specific ◎

At that time, I was impressed by the Japanese people I met there, who were very diligent, and I decided to study in Japanese university to grow as a person like that, surrounded by Japanese students.

Not enough with ”just because I like Japan”
Explain EXACT reasons why or where you like about Japan, based on your experience.

Practice②

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About the things you put the most effort in（Gakuchika）

Example A

I planned and managed an event in the student association, and organized an event for about 50 people.
In previous years, we held an offline event, but we planned an online event this time.
In planning the contents with my team members, we thought about what kind of event would attract people to participate.
As a result, the event was a great success with over 50 people participating.

Example B

I planned and managed an event in the student association, and we achieved a 150% increase in the number of visitors.
The main problem was that we could not utilize our knowledge from the past events due to the limitation of face-to-face activities.
Therefore, I took this change as a chance, revitalized communication among the team with efficient communication tools, and planned an event in a form suitable for the current situation.
As a result, we were able to achieve a 150% increase in the number of visitors compared to before the spread of the infection.

Practice②

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About the things you put the most effort in（Gakuchika）

Example A

I planned and managed an event in the student a
organized an event for about 50 people.
In previous years, we held an offline event, but we planned an online event this time.
In planning the contents with my team members, we thought about what kind of event would attract people to participate.
As a result, the event was a great success with over 50 people participating.

Vague motives

What kind of **effort** you made(be **specific**)

Example B

Clear motives・results

I planned and managed an event in the student association, and we achieved a **150% increase** in the number of visitors.
The main problem was that we could not utilize our knowledge from the past events due to the limitation of face-to-face activities.
Therefore, I took this change as a chance, revitalized communication among the team with efficient communication tools, and planned an event in a form suitable for the current situation.
As a result, we were able to achieve a 150% in
of visitors compared to before the spread of the

Specific measures

Explain the background of Gakuchika in DETAIL
by using specific numbers and clear expressions to show your achievement.

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Job-hunting Support Service for International Students

Exclusive Selection Route

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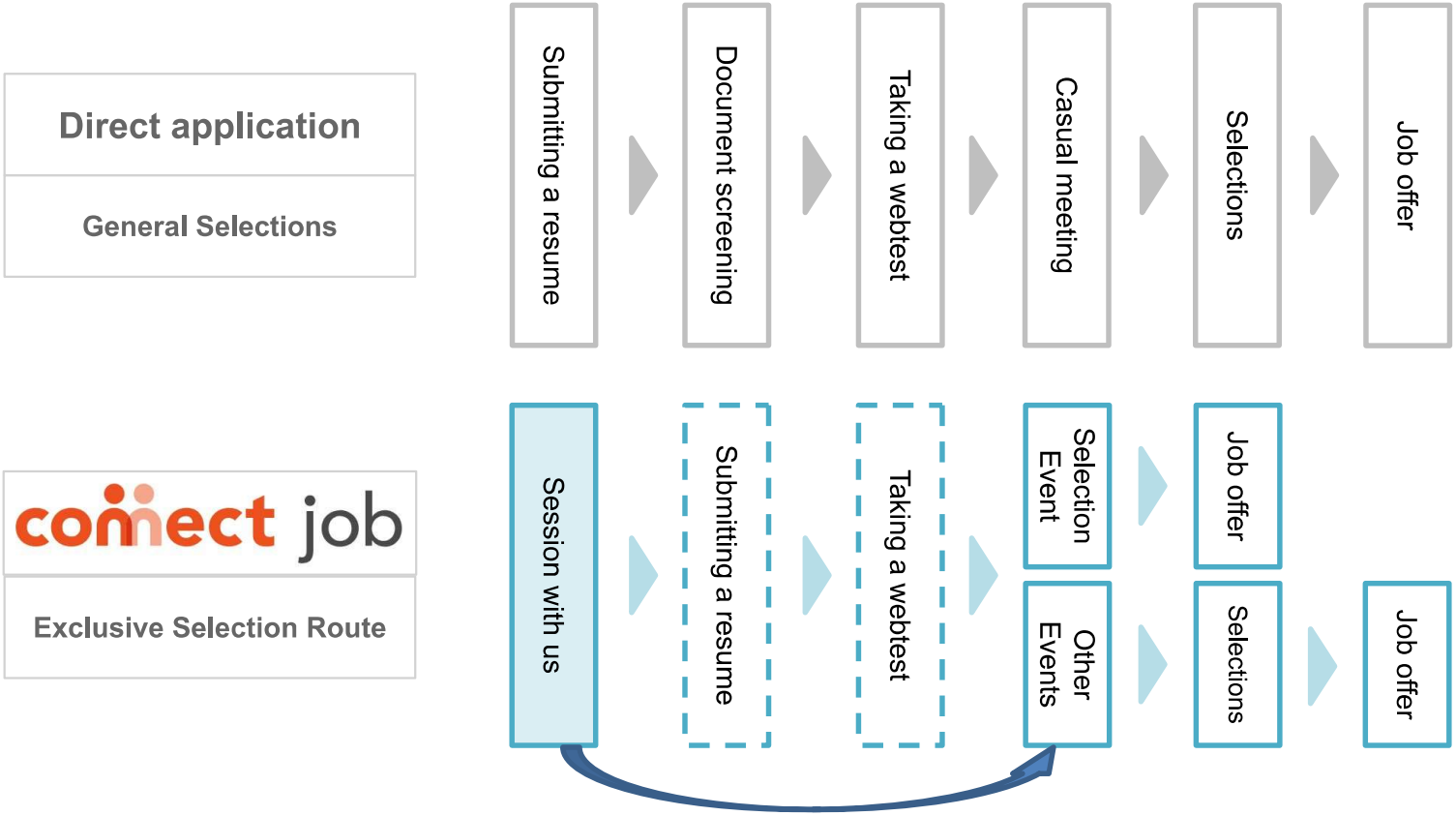

Events in the past

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Career Counseling

Details HERE

Events in the past

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Job Fair Events

[redacted]

HITACHI Inspire the Next
FUJITSU
JR東日本
SONY
SQUARE ENIX
NTD
SEGASammy HOLDINGS
WealthPark
HITACHI Inspire the Next 株式会社 日立ハイテク
日立金属 Materials Magic
KYOCERA
TOYOTA BOSHOKU CORPORATION
うごかす、とめる。Nabtesco
JSR
AsahiKASEI
SMBC 三井住友銀行
FRONTIER MANAGEMENT INC.
東京海上日動
CUC
日立物流ソフトウェア株式会社
ESTÉE LAUDER
J!NS
ブルボン BOURBON
KAMEDA

[redacted]

Events in the past

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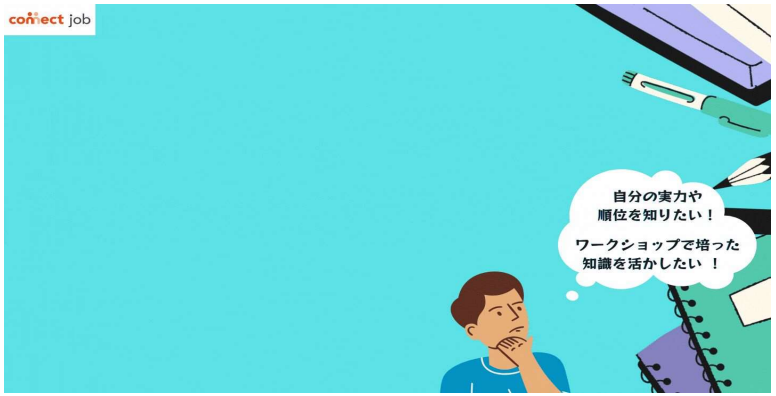
Other Events



Upcoming internship event

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APPLY

That's why you need us "Connect Job"

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For high-quality job-hunting,

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① For International students only

② Useful information

③ Exclusive selections

For more information

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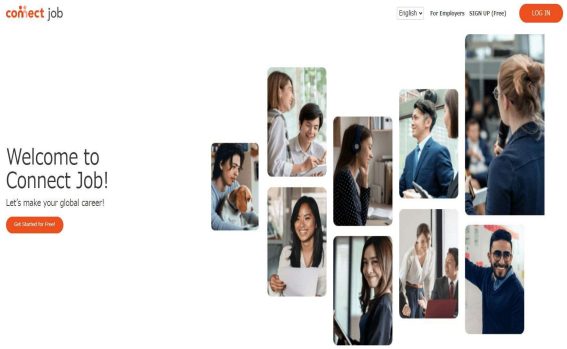
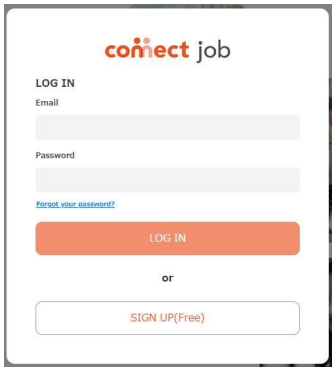
For inquiry/LINE

HP



Register



How to Sign Up

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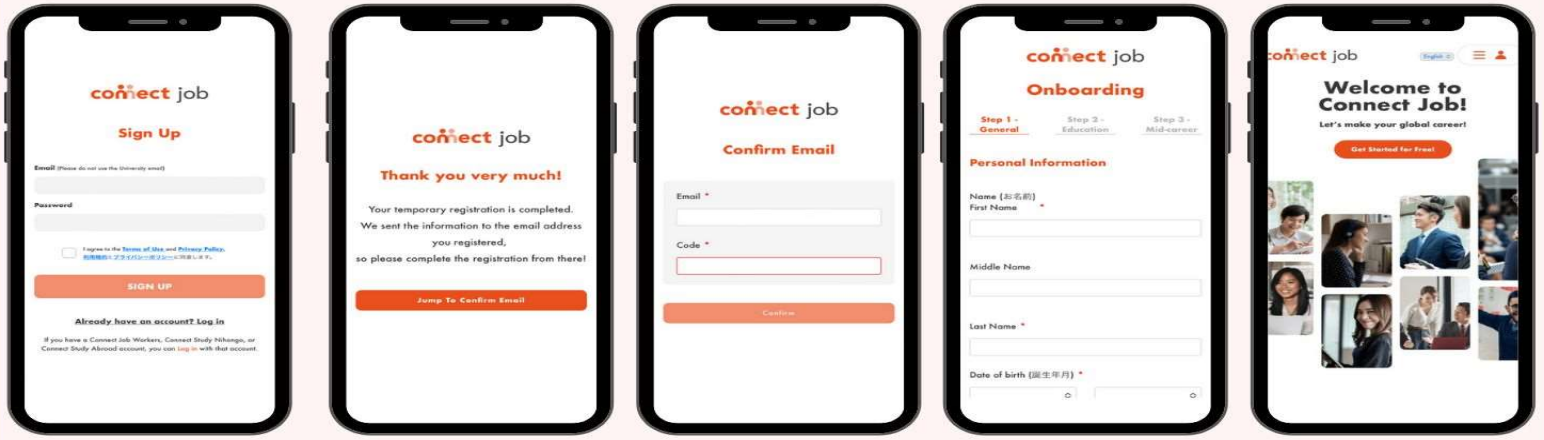

STEP 1

Create an account by entering an email address and creating a password

STEP 2

Click "Jump To Confirm Email" and check your email inbox for an email from Connect Job

STEP 3

Enter the verification code in the email, and click "Confirm" to complete sign up

STEP 4

Click "Jump To Sign In" and fill out the required fields

STEP 5

Click "Confirm" to complete registeration and kick start your job search!

Introduction

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Name

Ryosuke Nomura

From

USA → Japan Nishikasai, Edogawa-ku, Tokyo

What I do

Have been engaged in supporting and helping the international students to get a job across the globe after graduated from university in Tokyo.

Conduct seminar with a career center / student association in universities, spread the useful tips and advices on job hunting in Japan, as well as job opportunities via SNS and individual consultation.