2028 New Graduate Recruitment: Engineer Position Application Guidelines

(Tokyo / Osaka Locations)

[Recruitment Overview]

Hiring Company	Kingsoft Corporation
Eligibility	Applicants who are expected to graduate or complete their studies at domestic or overseas vocational schools, universities, or graduate schools by the end of March 2028.
Employment Type	Regular Employee (Full-time)
Job Category	Software Engineer

● ■ Job Description

In this role, you will be responsible for overall development of our in-house products, including "WowTalk," a business chat and internal SNS tool adopted by over 10,000 companies, as well as ad-blocking applications with over 10 million cumulative downloads.

[Sample Open Positions]

- Application Development Engineer
- Server-side Engineer
- Frontend Engineer
- Backend Engineer

**Final placement will be determined based on a comprehensive assessment of your preferences and aptitude through the selection process and training.*

[Specific Job Responsibilities (Examples)]

[1] Application Development Engineer

Development of smartphone applications such as "WowTalk" and ad-blocking apps with over 10 million cumulative downloads. You will focus on pursuing intuitive UI directly tied to user experience, efficient development using Flutter and other frameworks, and speedy support for new OS releases.

[2] Server-side Engineer / [4] Backend Engineer

API development, database design, and cloud infrastructure construction/operation using AWS to support the backend of business infrastructure used simultaneously by tens of thousands of users.

You will be responsible for performance tuning to handle high traffic and robust architectural design for stable operations.

[3] Frontend Engineer

Development of web-version service screens and admin console screens used by client company administrators. Using modern frontend technologies such as React and TypeScript, you will create screen designs that present complex specifications simply and deliver responsive interfaces.

[Development Environment / Tech Stack]

- **Programming Languages:** PHP, Go, JavaScript, TypeScript, Dart
- **Frameworks:** Laravel, Gin, React, Flutter
- **Development & Operation Environment:** Docker, GitLab, GitLab CI, Storybook
- **Configuration Management:** Capistrano, Ansible, Terraform
- **Infrastructure Environment:** AWS (EC2, RDS [MySQL, Aurora], ElastiCache [Redis], Lambda, ECS, Fargate, ECR, etc.)
- **Monitoring & Operational Tools:** Mackerel

■ Scope of Duties Change

All duties within the company, as well as all duties at secondment or transfer destination companies.

[Key Products]

An environment where you can work with cutting-edge AI robots and take on challenges such as proposing solutions to major enterprise clients.

Category	Product Name
Business Chat & Internal SNS	"WowTalk"
Business Card Management Solution for Enterprises	"CAMCARD BUSINESS"
AI Service Robot	"Lanky Porter"
Comprehensive Security & Asset Management	"KINGSOFT Asset Security"
Security Software	"KINGSOFT Security Pro"
Ad-blocking Application	"AdCleaner"

[Ideal Candidate Profile]

- STEM or non-STEM backgrounds are both welcome, provided you have knowledge/experience in programming.

[Position Highlights & Appeal]

Because we handle a wide variety of products, you can gain experience with diverse development environments and programming languages based on your ambition. In addition, until you gain sufficient foundation, senior colleagues will provide proper guidance, allowing you to improve your skills smoothly and at your own pace.

[Working Conditions & Compensation]

■ Working Hours

- Full Flextime System (No core hours)
- Standard Working Hours: 8 hours per day (60 minutes break / freely set between 7:00 and 22:00)

**Attendance at designated times is required on days with important company-wide meetings, quarterly reports, etc.*

● ■ Salary

Monthly Salary: 260,000 JPY (Base Salary: 210,500 JPY + Fixed Overtime Allowance: 49,500 JPY)

- The fixed overtime allowance covers 30 hours of overtime work per month. Any overtime exceeding 30 hours will be paid separately.
- Salary breakdown (including deemed overtime hours) is subject to change.

■ Hiring Track Record (Universities)
[Domestic] Waseda University Graduate School, Tokyo Metropolitan University Graduate School, Tokyo University of Science, Saitama University, Kansai University, Ritsumeikan University, Hosei University, Chuo University, Nihon University, Komazawa University, Senshu University, and others.
[Overseas] University of Washington (USA), The University of Hong Kong (China), Guangzhou University (China), Sun Yat-sen University (China), Hanoi University of Science and Technology (Vietnam), James Cook University (Australia), BRAC University (Bangladesh), and others.

[Welfare & Support Systems]

● ■ Skill & Career Support Systems

- **Side Jobs / Secondary Employment:** Permitted
- **Career Challenge System:** Allows employees to express interest in transferring to another department without going through their supervisor.
- **Qualification Acquisition Support System:** Examination fees for company-recommended qualifications/certifications will be subsidized.

● ■ Welfare Benefits & Allowances

- Meal Subsidy Program (Lunch effectively half price)
- Monthly MVP Employee Award / Continuous Service Award
- Fully Equipped Refreshment Room

- Shorter Working Hours System
- Training Programs (Onboarding training, etc.)
- Dress Code: Casual dress allowed (Business casual for business meetings) / Freedom in hairstyle & nail art
- Company Events (Snack gatherings, lunch parties, year-end parties, anniversary events, etc.)

PICK UP: Meal Subsidy Program

The company subsidizes **50%** of weekday lunch costs (subject to regulations and caps). Enjoy cafe lunches or set meals with ease, and use the saved money for hobbies or self-investment!

[Holidays & Leave]

- ■ Holidays
  - **Annual Holidays:** 125 days
  - **Holiday Structure:** Five-day workweek system (Saturdays, Sundays, and national holidays off), Year-end & New Year holidays (Dec 29 – Jan 4)

■ Paid Leave

- **Annual Paid Leave:** 10 days in the first year (granted after 6 months of employment)
- **Refreshment Leave:** 3 days (granted after 6 months of employment)
- **Birthday Leave:** 1 day (can be taken during your birthday month)
- **Special Leave:** Maternity leave, childcare leave (both with proven usage history), bereavement leave

**Taking consecutive days off of 5 days or more is also possible!*

[Work Locations & Access]

■ Tokyo Head Office

Address: 5F G-BASE Tamachi, 5-29-11 Shiba, Minato-ku, Tokyo

■ Osaka Office

Address: 4F Koan Nissei Building, 3-2-20 Imabashi, Chuo-ku, Osaka-shi, Osaka

- ■ Access
  - **[Tokyo Head Office]** 2 min walk from Mita Station (Toei Asakusa Line) / 4 min walk from Mita Station (Toei Mita Line) / 4 min walk from Tamachi Station (JR Line)
  - **[Osaka Office]** 3 min walk from Yodoyabashi Station (Osaka Metro Midosuji Line) / 3 min walk from Yodoyabashi Station (Keihan Electric Railway) / 5 min walk from Kitahama Station (Sakaisuji Line)

■ Additional Notes

- **Hiring Criteria:** As a general rule, selection is based on hiring for your preferred work location.
- **Scope of Location Change:** Headquarters, all branch offices, home, and other work locations specified/approved by the company suitable for work.
- **Passive Smoking Countermeasures:** No smoking on premises (designated indoor smoking areas available) / No work within smoking-permitted areas.

[Selection Process]

Step 1	Application
Step 2	Document Screening
Step 3	Interviews
Step 4	Aptitude Test (*Results will not be used for pass/fail decisions)
Step 5	Final Interview

**The selection flow and number of interviews are subject to change.*
**Interviews are held in person in principle, but online interviews can be requested for applicants living far away.*