

2027 New Graduate Recruitment: Engineering Job Requirements

Company Information

- **Hiring Company:** KINGSOFT Japan Corp.
- **Location:** 5F G-BASE Tamachi, 5-29-11 Shiba, Minato-ku, Tokyo
 - **Scope of Change:** Head office, all branch offices, home, or other locations approved by the company.
- **Nearest Stations:** * Mita Station (Toei Asakusa Line) – 2-minute walk
 - Mita Station (Toei Mita Line) – 4-minute walk
 - JR Tamachi Station – 4-minute walk

Application Overview

- **Position:** Engineering Roles
- **Employment Type:** Full-time employee
- **Eligibility:** Applicants who have graduated or are expected to graduate from a vocational school, university, or graduate school (domestic or overseas) by the end of March 2027.
- **Ideal Candidate:** Applicants from both science and humanities backgrounds are welcome, provided they have some knowledge or experience in programming.

Job Description & Tech Stack

You will be involved in the development of in-house products such as the business chat/internal SNS "WowTalk," "KINGSOFT Internet Security," and various smartphone applications.

Examples of Assignment Areas:

- **App Development Engineer:** System design, programming, testing, and operation primarily for smartphone apps.
- **Server-side Engineer:** Design, construction, operation, and management of servers.
- **Front-end Engineer:** Design and construction of user-facing interfaces for web applications.
- **Back-end Engineer:** Development of data processing programs on servers to ensure normal system operation.

Development Environment:

- **Languages:** PHP, JavaScript, TypeScript, Python, Swift, Java, Kotlin, Dart

- **Frameworks:** Laravel, Vue, React, FastAPI, Flutter
- **Dev/Ops:** Docker, GitLab, GitLab CI
- **Configuration Management:** CloudFormation, In-house configuration management tools
- **Infrastructure:** AWS, GCP
- **Monitoring/Operations:** CloudWatch, k8s

Scope of Change: All operations within the company, including duties at seconded or transferred companies.

Working Conditions & Compensation

- **Working Hours:** Full Flex-time System (no core time).
 - Standard working hours: 8 hours per day (60-minute break).
- **Salary:** ¥280,000 per month.
 - Breakdown: Base salary (¥206,875) + Fixed overtime pay for 45 hours (¥73,125).
 - Note: Overtime exceeding 45 hours will be paid separately.
 - Probation Period: ¥260,000 per month (Base: ¥191,938 + Fixed overtime: ¥68,062).
- **Salary Revision:** Once a year.
- **Allowances:** Transportation allowance (up to ¥35,000/month).

Holidays & Benefits

- **Holidays:** Complete 5-day work week (Sat/Sun), Public holidays.
 - Annual leave: 122+ days.
- **Leave:** Annual paid leave (10 days after 6 months), Refresh leave (3 days/year), Birthday leave (1 day), Year-end/New Year leave, Bereavement/Special leave.
- **Support Systems:** * Side jobs (moonlighting) permitted.
 - Career Challenge System (apply for internal transfers without supervisor approval).
 - Qualification Support (reimbursement for exam fees for company-recommended certifications).
- **Welfare:** Major employee benefit services, Pre/post-natal leave, Childcare leave (taken by both men and women).

Selection Process

1. **Application**
2. **Document Screening**

3. **First Interview**
4. **Aptitude Test** (Results do not determine pass/fail)
5. **Final Interview**

Interviews may be conducted online or in person. The flow is subject to change based on circumstances.