2028 New Graduate Recruitment: Sales Position Job Details

(Tokyo / Osaka Office)

[Job Overview]

Company	Kingsoft Corporation
Eligibility	Applicants expected to graduate or complete studies at a vocational school, university, or graduate school in Japan or overseas by the end of March 2028.
Employment Type	Full-time Employee (Regular Employment)
Position	Sales

■ Job Description

In the future, you will drive Kingsoft's business forward and play a key role as a core member of the company.
After joining the company, you will participate in a job rotation program to deepen your understanding of customer needs and our services, which form the foundation of our business. After gaining experience across various departments, your final department assignment will be decided based on a comprehensive evaluation of your aptitude and career aspirations.

■ Selection Criteria & Key Evaluation Points

For long-term career development, experience in directly identifying customer needs and presenting solutions is essential. Therefore, during the selection process, **"aptitude for consultative/solution-based sales"** will be evaluated as a key indicator. Regardless of your initial placement, we place great value on a mindset focused on solving customer challenges as a trusted business partner.

■ Scope of Duties (Potential Changes)

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

[Key Products & Solutions]

Work with cutting-edge AI robots and pitch solutions to major corporate clients in an empowering environment.

Category	Product Name
Business Chat & Internal SNS	"WowTalk"
Enterprise Business Card Management	"CAMCARD BUSINESS"
AI Service Robots	"Lanky Porter"
Comprehensive Security & Asset Management	"KINGSOFT Asset Security"
Security Software	"Kingsoft Security Pro"
Ad Blocker App	"AdCleaner"

[Ideal Candidate Profile]

- Strong alignment and empathy with our mission, vision, and core values.
- Ability to act with agility and speed while maintaining a strong commitment to results.
- Passionate about taking on new challenges and continuously evolving.
- Self-starter who thinks critically and takes proactive initiative.

[Why Join Us / Position Highlights]

- **Broad Career Opportunities:** Through job rotation and early hands-on sales experience, you will build versatile skills indispensable for business leaders, including communication, analytical, and strategic planning capabilities.
- **Developing a Business Mindset:** By leveraging practical front-line problem-solving experience, you will have opportunities to participate in sales strategy formulation and product feature proposals, significantly expanding your future career trajectory.

[Employment Terms & Compensation]

■ Working Hours

- Full Flextime System (No core hours)
- Standard working hours: 8 hours per day (60-minute break / flexible scheduling between 7:00 AM and 10:00 PM)

**Attendance is required during scheduled times for company-wide meetings and quarterly report meetings.*

■ Compensation

Monthly Salary: 260,000 JPY (Base salary: 210,500 JPY + Fixed overtime allowance: 49,500 JPY)

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

■ Target Universities / Educational Background

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.

[Benefits & Support Programs]

■ Skill & Career Growth Support

- **Side Job / Secondary Employment:** Side jobs are permitted.
- **Internal Career Transfer Program:** Employees can express interest in transferring to another department directly without going through their supervisor.
- **Certification & Qualification Support:** The company subsidizes examination fees for recommended qualifications and certifications.

■ Employee Benefits & Allowances

- Meal Subsidy Scheme (50% off lunch costs)
- Monthly MVP Awards / Long-Service Recognition
- Refreshment / Relaxation Room
- Shortened Working Hours Program
- Training Programs (Onboarding training, etc.)
- Casual Dress Code (Business casual for client meetings) / Freedom of hairstyle and nail design
- Company Events (Snack socials, team lunches, year-end parties, anniversary celebrations, etc.)

FEATURED: Lunch Subsidy Scheme

The company subsidizes **50%** of weekday lunch expenses (subject to rules and monthly caps). Enjoy café lunches or set meals with ease while saving money for your hobbies or self-development!

[Holidays & Paid Time Off]

■ Days Off

- **Annual Holidays:** 127 days
- **Holiday Structure:** Complete 5-day work week (Saturdays, Sundays, and National Holidays), Year-end and New Year holidays (Dec 29 – Jan 4)

■ Paid Leave & Special Time Off

- **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/Paternity & Childcare Leave (track record of employees taking leave), Condolence Leave

**Consecutive leave of 5 days or more is also achievable!*

[Office Locations & Access]

■ Tokyo Head Office

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

■ Osaka Office

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

■ Access / Transportation

- **[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 Lines)
- **[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 Information

- **Hiring Policy:** Selection is generally based on your preferred work location.
- **Scope of Work Location:** Headquarters, all branch offices, home, or other approved designated workplaces suitable for work.
- **Passive Smoking Prevention Measures:** No smoking on company premises (Designated indoor smoking rooms available) / No duties required inside designated smoking areas.

[Recruitment Process]

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

**The selection process and the number of interview rounds are subject to change.*
**Interviews are generally held in person, but online interviews can be arranged for applicants living at a distance.*