

FY2027 New Graduate Recruitment: Engineer Position

Hiring Company

KINGSOFT Japan Corp.

Eligibility

Candidates expected to graduate or complete their studies from a vocational school, university, or graduate school (domestic or overseas) by **the end of March 2027**.

Employment Type

Regular Employee (Full-time)

Job Title

Engineer

Job Description

You will be involved in the development of in-house products such as the business chat/internal SNS "**WowTalk**," "**KINGSOFT Internet Security**," and "**WPS Office**." **Examples of potential assignments:**

- **App Development Engineer:** Design, programming, testing, and operation of mobile applications (primarily for smartphones).
- **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 programs for data retrieval/processing on servers to ensure stable 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 Potential Changes** > All operations within the company, including duties at seconded or transferred affiliate companies.

Ideal Candidate Profile

Open to both Arts/Science backgrounds, provided the candidate has some knowledge or experience in programming.

Position Appeal

Since we handle a wide range of products, you can gain experience with various development environments and languages depending on your motivation. Senior employees will provide appropriate guidance until you acquire the necessary expertise, allowing you to level up your skills at your own pace without undue pressure.

Working Hours & Compensation

- **Working Hours: Full Flextime System** (No core time). Standard working hours: 8 hours per day (60-minute break).
- **Salary: ¥280,000 per month** (Base salary: ¥206,875 + Fixed overtime pay: ¥73,125).
 - **Probation Period Salary:** ¥260,000 (Base: ¥191,938 + Fixed overtime: ¥68,062).
 - Fixed overtime pay covers 45 hours. Any excess will be paid separately.
 - The salary breakdown is subject to change.
- **Salary Revision:** Once a year.
- **Commutation Allowance:** Up to ¥35,000 per month.

Skills & Career Support

- **Side Jobs:** Allowed.
 - **Career Challenge System:** Request transfers to other departments directly without going through a supervisor.
 - **Certification Support:** Subsidies for examination fees for company-recommended certifications.
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Benefits & Time Off

- **Benefits:** Membership in major employee benefit services, maternity/childcare leave (available to both men and women).

- **Holidays:** Fully 2-day weekend (Sat/Sun) and National Holidays. Over 122 annual holidays.
- **Leave:** Annual paid leave (10 days after 6 months), Refresh Leave (3 days/year), Birthday Leave (1 day), New Year's holiday, and Condolence leave.

Location

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

- **Scope of Changes:** Headquarters, all company offices, home, or other locations permitted by the company.
 - **Nearest Stations:**
 - Mita Station (Toei Asakusa/Mita Lines) — 2–4 min walk
 - JR Tamachi Station — 4 min walk
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Selection Process

Application ▶ Document Screening ▶ Interview ▶ Aptitude Test (Results do not determine pass/fail) ▶ **Final Interview**