

# Job Recruitment Guidelines for 2027 New Graduates (General Position)

**Company** KINGSOFT Japan Corp.

**Eligibility** Applicants who have graduated or are expected to graduate from vocational schools, universities, or graduate schools (both domestic and overseas) by the end of March 2027.

**Employment Status** Full-time Employee

**Job Category** General Position (Sogoshoku)

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## Job Description

- **Role:** In the future, you will take an active role as a core member driving KINGSOFT's business forward.
- **Initial Training:** After joining, you will undergo a job rotation to deepen your "understanding of customers" and "understanding of in-house services," which are the foundations of our business.
- **Assignment:** Final placement will be determined based on a comprehensive assessment of your aptitude and preferences after experiencing various departments.

## Key Selection Points

- Directly understanding customer needs and proposing solutions is considered essential for future career development.
- Therefore, "aptitude for consultative sales" is a key indicator during the selection process.
- Regardless of the final department, we value a mindset focused on planning and proposing solutions as a business partner to our clients.

**Scope of Duties (Changes)** All duties within the company, as well as all duties at secondment or transfer companies.

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## Core Products

You will have the opportunity to work with cutting-edge AI robots and challenge yourself by proposing solutions to major corporations. Key products include:

- **WowTalk:** Business chat and internal SNS.
- **CAMCARD BUSINESS:** Business card management solution for corporations.
- **Lanky Porter:** AI service robot.
- **KINGSOFT Security Pro:** Security software.
- **AdCleaner:** Ad-blocking application.

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## Ideal Candidate

- Individuals who deeply resonate with the company's mission, vision, and values.
- Those who work with a sense of speed and focus on results.
- Those who challenge themselves with passion and continue to evolve.
- Those who can think things through and take proactive action.

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## Position Appeal

- **Career Breadth:** Through job rotations and early experience in sales, you can acquire multi-faceted skills essential for core business personnel, such as communication, analysis, and planning.
- **Management Perspective:** By utilizing experience in solving on-site issues, there are opportunities to be involved in sales strategy planning and proposing new features for in-house products, significantly expanding future career paths.

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## Working Conditions

### Working Hours

- **Full Flex-time System:** No core time.
- **Standard Working Hours:** 8 hours per day (60-minute break).

### Salary

- **Monthly Salary:** 260,000 JPY (Base salary: 191,938 JPY + Fixed overtime pay: 68,062 JPY).
- **Overtime:** Fixed overtime pay covers 45 hours of overtime per month; any excess will be paid separately.
- *Note: Salary breakdown (including fixed overtime) is subject to change.*

### Location

- 5F G-BASE Tamachi, 5-29-11 Shiba, Minato-ku, Tokyo.
- **Scope of Changes:** Headquarters, all offices, home, or other locations approved by the company.
- **Access:** Mita Station (2-4 min walk), Tamachi Station (4 min walk).

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## Benefits & Support

- **Side Jobs:** Permitted.

- **Career Challenge System:** Apply for transfers to other departments without going through a supervisor.
- **Qualification Support:** Reimbursement for exam fees for company-recommended certifications.
- **Other Benefits:** Annual salary revision, commuting allowance (up to 35,000 JPY/month), major welfare services, maternity and childcare leave.

### **Holidays & Leave**

- Complete 5-day work week (Sat/Sun) and National Holidays.
- Over 122 annual holidays.
- Annual paid leave (10 days after 6 months), Refresh leave (3 days/year), Birthday leave (1 day), Year-end/New Year, and Bereavement leave.

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### **Selection Flow**

1. **Application**
  2. **Document Screening**
  3. **First Interview**
  4. **Aptitude Test** (Results do not determine pass/fail)
  5. **Final Interview**
- *Note: The number of interviews is subject to change.*