Human Resocia Corporation

GIT Programme

Company and Programme Introduction

Human
ヒューマンリソシア

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Human Resocia Corporation

Human Resocia, a member of the Human Group, has more than thirty years of experience in talent acquisition, talent education, employee dispatch and employment support.

In a world, where diversity is present in each field of operation, we have significant experience in dealing with different personalities, job requirements, corporate cultures and work styles.

We know how to match people with the right job and we step in when support is needed. Human Resocia handles any matter that needs mediation between colleagues or employing partner companies, like skill improvement and language education.

Company name	Human Resocia Corporation
Established	February, 1988
President	Mitsugu Otaya
Headquarters	Tokyo, Osaka
Number of employees	700+ employees and 300+ engineers
Fields of Expertise	Temporary staffing
	Engineer dispatching
	Introduction dispatching
	Recruitment
	Foreign IT engineer talent recruitment
	Outsourcing / Contracting
	Employment support
	Employee education & talent development
	Human resources business consulting
Sales	439,000,000 USD (2019)

Human Resocia GIT programme

Human Resocia's GIT programme aims to help foreign IT engineers grow professionally and build their career in Japan. The name GIT Service stands for Global IT Talent Service, which was launched in 2016 with a goal to hire and successfully place 3000 engineers by 2022.

Working with Human Resocia

1. Advantages

Moving to a different country and starting a new job at a company with unfamiliar corporate practices and a different working environment is more than challenging. As we have non-Japanese team members, we have experienced these troubles first-hand. Therefore, we know the best and most efficient ways to support our colleagues and ensure a smooth adaption to the new environment.

The main strengths of Human Resocia as an employer:

- We provide our colleagues with continuous **full support** from the first step and beyond assignment.

VISA SPONSORSHIP |FLIGHT TICKET | ARRANGEMENT OF ACCOMMODATION

HOUSING ALLOWANCE |COMMUTING ALLOWANCE | SOCIAL INSURANCES

BUSINESS ETIQUETTE TRAINING |JAPANESE TRAINING |DAILY SUPPORT

ADMINISTRATIVE PROCEDURE |BANK ACCOUNT OPEN |NAME SEAL |SIM PURCHASE

- Japanese **corporate etiquette training and Japanese language training** (customized to the employee's level) are provided.

- At Human Resocia, we believe that everybody can do their best in the right environment. Therefore, we train our colleagues in order to keep them, which means **job security**.

- Thanks to Human Resocia's large partner pool, our colleagues can grow professionally while working on **diverse and interesting projects.**

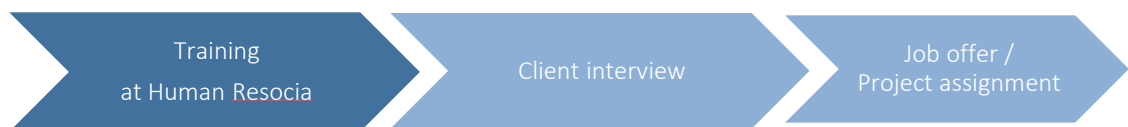- Successful applicants are employed through a **permanent contract.**

2. Step by step onboarding workflow

The joining process has two phases which are briefly explained below.

I. BEFORE THE ACCEPTANCE OF THE JOB OFFER

| Documentation screening | Online technical skills test | Interview | Job offer | Lanugage training |

II. AFTER JOINING HUMAN RESOCIA

| Training at Human Resocia | Client interview | Job offer / Project assignment |

3. Project-based Work Style

The IT engineer is contracted with Human Resocia. As an employer, Human Resocia provides full salary, other benefits, and support. After successful assignment, the tasks and instructions are given by the client company and the work takes place at the client's site as described in the dispatch contract.

4. Information on job opportunities, requirements, and Human Resocia's clients and typical project examples

Job opportunities

Due to the large number of clients we work with, we can provide a great variety of job opportunities to those who are interested. The main fields where our colleagues can work are as follows:

Data Scientist

- Data analysis work on strategy/system consulting, etc.
- Analysis work for a company specializing in data analysis
- Data analysis using access log data at a large company
- Data analysis, implementation of algorithms, construction of a machine-learning model
- Analysis using analytics, analysis work
- Predictive modelling using machine learning regression and classification methods
- Analysis and hypothesis construction using techniques such as statistical analysis and clustering, etc.

Software Developer

- Web system, mobile development, software program design
- Web application development for business management systems
- Development of android tablet application for education
- Open system development (communication system integration system Java, C#, etc.)
- Embedded system development (single lens reflex digital camera development C, C++, etc.)
- Large-scale mission-critical system development using intra-mart

Requirements

The minimum requirements are a Bachelor's degree in information technology, computer science, electronics, engineering or a related field. Conversational Japanese knowledge equal to minimum JLPT N4 level is also required. The certificate itself is not needed, but the language skills will be checked.

Client corporation and project types

Below we would like to give a brief insight to the most common fields and industries of our clients, along with some typical projects.

Electronics maker	Language analysis engine development Technology used：Java, Python, NLP, JSF 2.2, ElasticSearch, Kibana, SQLite, Oracle
Control equipment maker system SI	CRM system development and customization for overseas offices Technology used：Java EE 7, JSF, Jenkins, JUnit, Elasticsearch, MySQL
Mobile telecommunications carrier	Object detection system development using image recognition Technology Technology used：Python 3.6, Jupyter Notebook, Ubuntu 18.04, algorithm（YOLO, SSO, FCRNN etc.）
Service industry	Replacement development of Web attendance system and Web payroll system Technology used：PHP (FuelPHP), Java (Spring), Oracle, MySQL, jQuery, MyBatis, AWS
Telecommunications	Native camera application development Technology used：Android（Java）, XML, SQL, C++, Android API 28, Android Monkey
Professional media	Data analysis and product demand forecasting using machine learning and AI for major telecommunications carriers and convenience stores Technology used：Python, Linux, Shell, SQL, Pandas, Keras, TensorFlow, Numpy, Cython

5. Salary System

The salary system includes a benefit package. Here is an example payment slip of an annual gross salary of 3,000,000 Japanese yen.

	Annual Gross Salary	3,000,000
Gross Monthly Salary	Monthly gross salary	250,000
	Overtime Allowance	Actual
	Housing Allowance	25,000
	Commuting Allowance	Actual
	Total	**275,000**
Monthly deductions	Health Insurance (4.955％)	12,870
	Pension Insurance (9.15％)	23,790
	Employment Insurance (0.3％)	750
	Income tax (5-45％)	5,200
	Inhabitant tax (10％)	-
Deduction Total		42,610
Monthly net income		232,390

As for allowances, Human Resocia GIT employees receive a 25,000 yen housing allowance when they agree to live in an accommodation arranged by the company. The commuting expenses are also covered by the company, up to 30,000 yen per month. Should overtime be required, it is also compensated according to our overtime rates which are detailed in the job offer.

All the social insurances are included, as shown above. There are two income-related taxes that are deducted, however the inhabitant tax is only applicable after living in Japan for one year.

The salary is reviewed once a year to follow the employee's professional growth.

For further information please do not hesitate to contact us or visit our website at gitcareer.resocia.jp