

Job Hunting with General Recruiting

There are approximately 4.2 million companies operating in Japan, and of these, it is said that approximately 30,000 recruit new university graduates every year. Only a very small fraction of these companies, however, use On-Campus Recruiting in their activities. Students who apply to companies via general recruiting in addition to OCR will greatly improve their career opportunities. We strongly encourage you to take advantage of this to ensure finding the company of your dreams! Here we introduce three typical patterns of job hunting with general recruiting.

1. Applying on your own via a job information site

By registering with a job information site, you can search for jobs by industry, job type, etc. After finding a job you are interested in, you would need to work through the application process on your own.

Comprehensive Job Information Sites (covering a broad range of industries and job types)

Rikunabi: Rikunabi, or リクナビ is operated by Recruit Career Co., Ltd, and of all the job information sites in Japan, posts the largest amount of information targeting new graduates. In addition to looking up companies and information of company recruitment seminars, students who register with this site also have access to a wealth of useful job hunting resources about self-assessment, Entry Sheets, SPI exams, etc. <https://job.rikunabi.com/2021/> (Japanese only)

Mynavi: Operated by the Mynavi Corporation, Mynavi, or マイナビ. Includes many small and medium enterprises and start-up companies. Provides information on the yearly job hunting schedule and allows registered students to do “entry” for companies and make reservations for company recruitment seminars. <https://job.mynavi.jp/2021/> (Japanese only)

Career +: Formerly known as the にっけいしゅうしょく 日経就職ナビ, Career+ (しゅうかつ キャリタス就活) is run jointly by Disco Inc. and Nikkei Human Resources, Inc. As you would expect from Nikkei, Inc., Japan’s leading provider of business and economic news, this site has a wealth of high-quality information, including the latest news and information on companies and industries. Many major firms post information on this site. <https://job.career-tasu.jp/2021/top/> (Japanese only)

Wantedly: Operated by Wantedly, Inc., this is a new type of job information site that allows you to search based on the features of the company that match your personal interests. There are job notices from a broad range of companies, from leading firms, NPOs and NGOs, to newly established companies. <https://www.wantedly.com>

Category Specific Job Information Sites

Mynavi Global Career: This website is for bilingual job seekers, targeting international students and those with study abroad experiences. Some job offers are also listed in English. <https://global.mynavi.jp/>

Qnavi: A recruitment site that focuses on companies in the Kyushu and Okinawa region recruiting new graduates. <https://www.qnavi.jp/> (Japanese only)

Important Advice

Recruiter System: This is a selection process that some companies now use where the HR manager has young employees of the company contact candidates to set up individual meetings (usually from a blocked number, so be careful of your phone manners!). The young employees will then hold the meetings to get to know the candidate and to discuss more about the company. In some cases, you may not touch upon anything directly related to the hiring process. However, the impression that you leave will be passed on to HR and evaluated. Therefore, always bear in mind that even talking to a recruiter is considered part of the selection screening for job hunting.

Internships connected to hiring: In recent years, there has been a trend of companies granting students privileges in selection screenings such as skipping the first interview due to their positive performance during the company’s internship. Take care during when participating in an internship as your performance may have an impact on future hiring with the company.

2. Registering with a website that sends job offers from companies

This service allows registered users to upload a profile and register information about themselves for companies to browse. Companies then contact candidates they are interested in. This job hunting method is more about finding a company that wants you as opposed to you finding a company.

OfferBox: Through this site you can upload not just written material but also photos and videos, making it a great medium to freely get across information of your skills and talents. Over 1200 leading companies, from major to foreign firms and start-up companies, contact candidates they are interested in to attend special selection screenings and matching events. <http://offerbox.jp>

JOBRESS New Graduates: This candidate-matching site allows students to search for companies and vice versa. Companies send specific offers to students they are interested in and students can alternatively send their profile directly to a company they are interested in. <https://jobrass.com/gakusei/SCST00101>

3. Meeting through events

Meeting through events is a great way for students to actually meet company personnel and talk with them directly. A more personal approach than the indirect methods offered via job hunting sites and magazines. There are a large number of various events held throughout the country.

● Joint Company Information Sessions (Mynavi EXPO, Rikunabi LIVE, etc.)

Joint company information sessions provide opportunities for both students and companies to meet under one roof. One of the benefits for you in participating is learning more about jobs and companies you were previously unaware of. Less than 30% of students actually enter the company that was originally their number one choice. Majority of students decide on companies they encounter during their job hunt. We recommend that you actively participate to give you a chance to expand your network and options.

Gosetsu.com: A website to search for the different events being held around Japan.

<https://www.gosetsu.com/2019/>

● Boston Career Forum

· One of the world's largest job fairs targeting Japanese-English bilingual candidates. Over 3 days, approximately 200 companies from different industries attend and hold selection screenings such as interviews with the possibility of presenting job offers on-site. These career forums are not only held in Boston, but also held in London, Shanghai, Tokyo, etc. (website: <https://careerforum.net/en/>)

● Tokyo Career Forum

· One of Japan's largest job fairs held in Tokyo twice a year, winter and summer, for bilingual candidates. This is highly recommended for students who had a late start to job hunting due to studying abroad or are pursuing a second round in the job hunting season. Besides information sessions, you are able to interact with companies through interviews, seminars, reception parties, etc. and have the opportunity to also receive a job offer. (website: <https://careerforum.net/en/>)

● Gyakukyuujin Festival

· The opposite type of job fair where students set up their own booths and wait for companies to approach them for one-on-one interviews. If the company takes an interest in you, they will then approach and "scout" you for hiring. (website: <https://www.studenthunting.com/gf/>)

Points of Caution:

- Some of the more unpopular companies with a high employee turnover rate are also present during these events, so do your company research beforehand and be aware of which company you are applying for.
- The selection screenings can be fast paced and lead to a job offer quickly. You may sometimes be required to give your decision straight away on whether or not to accept the job offer.
- Stay in control! Avoid being swept up by the job hunt in attending these events. Use the tools available to you wisely so you may join a company on your own terms and not theirs.