

# Mobilunity recruiting services

IN JAPAN



Mobilunity provides high quality and fast turnaround recruiting services and matching greatest talents and clients worldwide starting from 2010. During this timeframe we had built more than 100 dedicated teams, interviewed about **3000 candidates** and **developed** our skill to find the perfect match for each of our clients from **15+ countries as of 2022**.



**Our mission is to bridge businesses from different countries with  
talented experts all around the globe**

Cases we share below are great examples to show in detail how Mobilunity recruiting services work in Japan – step by step from the client's request to the job offer.



RECRUITING IN JAPANESE MARKET:

# Mobilunity experience

We empower our clients with perfect match specialists by following the system based on our **10+ years of experience**, unique skills of our team, deep knowledge of the world labor market and creative approach to every case.

## Working with the client Mobilunity's recruitment team following the next steps:

**01** Creating an ideal candidate's profile based on the client's needs.

**03** Shortlisting CV's according to the candidate profile.

**05** Organizing interviews with clients and candidates.

**02** Sourcing potential candidates.

**04** Interviewing candidates to identify soft/hard skills.

**06** Passing the most suitable candidate to the client on the offer stage.

Also we always take into account cultural aspects of the candidate's and client's country.

**Understanding these characteristics is a great benefit especially in the Japanese labor market which Mobilunity is working in since 2020.**





## Over the years of cooperation with our clients from Japan we highlighted the next key features that differentiate local employment process:



### Communication with candidates usually takes more time compared to other countries

Yet our recruitment team found out — the more specifically and detailed we tell about the opening, the faster we get the answer from the candidate. For this reason we always come up with a catchy presentation of the position to attract candidate in the shortest possible time



### High salary expectations

Due to the Japanese market constraints, typically candidates are looking for higher paycheck than their European colleagues with similar skills and experience



### Japanese candidates are very serious about switching jobs

They are interested in every detail about the new position, prefer to be well-prepared for the interview and mostly have strong reasons to change jobs — they may be willing to get rid of constant overtime, working off the hours schedule, may be leaning more to the Western management style of the employer, for example, etc



### Most of the foreign candidates don't speak Japanese

Labor market in Japan offers both domestic and immigrant candidates with the same skills and expertise levels except that most nonlocal experts don't know the language. This fact could be a deal breaker in many cases.

Considering all of the differences above Mobilunity's recruitment team always develops a custom approach with **personalized promotion plans** to each vacancy. Let's see how it works on the actual cases of our Japanese clients.





# Award winning online music service

## ONLINE MUSIC SERVICE



PRODUCT:

**Vinyl Music Service**



TECHNOLOGIES:



TIMEFRAME:

**since February 2020 - now**

**QRATES**  
MUSIC IN  
YOUR HANDS

The client of ours is a Tokyo-based business with a unique platform for vinyl music records, which works like an independent marketplace where musicians create vinyl records on demand directly for their fans.





## Client's needs:

Cooperation with our Japanese client started in 2020 when the company turned to Mobilunity to expand its team with Ukrainian talents.

As a result: the dedicated team we built for our client scaled from 1 to 5 people in 1 year and a half.

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In May 2022 the company decided to hire one more member on site and our recruitment team started the search for a UX designer with 2+ years of experience.



## Challenge:

Our client was looking for an expert who is ready to work in the company's office. It was critically important for the team to get not only a new member, but a person who will be involved in all work processes on site.





## Our solutions:

Our recruitment team has an eye for unique talents. During the two month timeframe we found 145 potential candidates, received 13 CV's, interviewed 6 candidates and showed 4 candidates to the client.

To address the challenge we focused on candidates from Tokyo and those who accept relocation. As a result our recruitment team hunted a **UX designer** the client was looking for both personally and technically.





# Innovatory digital agency

INNOVATORY DIGITAL AGENCY



Our client is a Japanese-based digital agency that is doing both short-term (2-3 months) and long-term (1+ year) projects for their customers using cutting-edge technologies. Since the start of our cooperation Mobilunity built for the company dedicated team represented by the Front-End and Back-End Developer.



PRODUCT:

Outsource digital design services



TECHNOLOGIES:



TIMEFRAME:

since December 2021-now





## Client's needs:

Spring 2022 our client started looking for a local Server Side Application Engineer with an expertise in Ruby on Rails for the full remote job.



## Challenge:

The client of ours turned to us to find a junior expert, but in the process turned out that for the role of Server Side Application Engineer in their team a pre-middle specialist is more suitable and that the experience in Ruby on Rails is a must.





## Our solutions:

Mobilunity's recruitment team quickly grasped what our clients' perfect match is from a personal point of view, so we focused on the hard skills. For the period from May 18 to July 18, our recruitment team found 209 potential candidates, received 27 CV's, interviewed 11 candidates and showed 5 candidates to the client.

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In the short term we found a technically qualified specialist with a needed level of expertise and the client of ours valued our effective reaction and professional attitude.



**Yevheniia Novikova,**  
Business Development Manager

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*Years of cooperation with our Japanese clients showed us that their local market is changing – next to the traditional companies more and more often there appear modern businesses with a unique product, great ambitions and the need of exceptional minds to succeed. Fortunately our recruitment team has an eye for talented specialists*





## LET'S DISCUSS BUILDING YOUR DEDICATED TEAM

To find out more about Mobilunity services and to request additional references, please  
reach out to us at [sales@mobilunity.com](mailto:sales@mobilunity.com)

[www.mobilunity.com](http://www.mobilunity.com)