

New Graduates for 2025 - 2026 Cosmo Engineering Co., Ltd



1. Recruitment Background

- Cosmo Engineering Co., Ltd. is currently actively hiring young human resources.
- Considering the declining labor force and population in Japan, the company is strengthening its recruitment of hard-working Vietnamese.
- In the plant industry, the veteran generation is retiring, and mid-career recruitment of engineers is also in a difficult situation.
- We expect Vietnamese personnel to be able to handle overseas operations (mainly in Southeast Asia).
- The establishment of a branch company of Cosmo Engineering in Vietnam is also under consideration in the near future.

2. Business

- Integrated Plant Engineering Business
- 3DCAD design, piping, mechanical, HVAC, electrical and instrumentation design and construction management

3. Duty station

Head office: PMO Hanzomon Bldg. 5F, 2-1 Kojimachi, Chiyoda-ku, Tokyo (*Possible business trips to other locations throughout Japan*)

4. Number of people to be admitted 2 to 3 persons

5. Selection

Company information session (any day from October 7 to 10, 2024), document screening (Candidates with JLPT level 3 or above are preferred), interview

6. Salaries for new university graduates (full-time, working in Japan)

University graduate: **Basic salary 220,000 yen** (*same amount as the salary of a new Japanese university graduate*)

- Salary increase once a year, based on company performance
- Bonus twice a year, paid after one year
- No meal allowance provided
- Various allowances: overtime allowance, commuting allowance, family allowance, technical allowance, position allowance
- Working hours: 9:00-17:30 (break 12:00-13:00)
- Vacations and leave: 2 days off per week (Saturdays, Sundays and national

holidays), year-end and New Year holidays, paid vacations, congratulation or condolence leave, childcare and nursing care leave

Paid vacation: 10 days per year after 6 months of employment, Year-end and New Year vacations are paid in accordance with company regulations, and summer vacation is paid by the employee.

Welfare programme

- Various social insurances (*health, welfare pension, employment, workers' compensation*)
- Periodic health checkup
- In-house interactions: In-house get-togethers, company trips, recreational activities (futsal, golf, etc.)
- Company dormitories: for people from rural areas
- Support for qualification acquisition: Subsidies for examination fees
- Severance pay system: more than 3 years of service

7. Schedule

A. If you can speak Japanese, you will be hired in Japan from April 2024.

B. If Japanese is not available, or if the visa will not be issued in time for April due to the time of receipt of the university graduation certificate, training will be conducted at a local Vietnamese partner company (3 to 6 months) until the visa is issued. After that, he/she will work in Japan.

- Salary during this period will be calculated based on \$350/month and paid on an hourly basis (\$1.87/hour).
- One month is calculated as 25 days, 7.5 hours per day.
- The maximum hours worked per day is 7.5 hours and no overtime is allowed.
- Transportation expenses are \$1.4 per day of work.
- Negotiable depending on distance from residence
- The training includes basic knowledge of piping, AUTOCAD and 3D CAD.
- Japanese language training will be discussed separately depending on the grade of Japanese Language Proficiency Test acquisition.



