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Robert Walters Japan Forecasts Expectations on Bilingual Talent

Acquisition Trends for January – March 2018

Comment in Response to the December Job Openings-to-Applicants Ratio

- **Jobs will increase for R&D and technical service positions among parts and material manufacturers for automotive use, such as for EV & connected cars**
- **Recruitment of IT personnel will expand in the healthtech field with an eye towards the advancement of online diagnostics**

Tokyo -- January 30 -- Robert Walters Japan, a recruitment consultancy which boasts the world's largest number of registered Japanese & English bilingual professionals, reported its expectations regarding the bilingual talent acquisition trends for January to March 2018 in response to the Employment Referrals for General Workers statistics announced by the Ministry of Health, Labour and Welfare for December 2017.

The effective job openings-to-applicants ratio announced by the Ministry of Health, Labour and Welfare for December 2017 was 1.59, which is a slight increase from the previous month's ratio of 1.56. While the general labour shortage is continuing, the progression of globalisation has prompted a growing number of companies across a wide range of fields and industries to invest in human resources in an attempt to acquire bilingual specialists who are well-versed in international business customs and proficient in English. Robert Walters Japan expects vigorous recruiting activities in the three-month period of January to March 2018 among the electronic parts, chemical, and healthcare fields as their businesses accelerate in response to technological advancements.

David Swan, the Managing Director of Robert Walters Japan, offers the following observations. "Due to the rise in global demand for electric vehicles, the chemical industry has seen a continued increase in the R&D of electronic materials. We also anticipate increased recruitment in the sales and marketing fields related to battery products. For the major automotive and electronics companies, increasing globalisation along with the economic growth in Asia are contributing to the recruitment of sales professionals responsible for the 'spec-in' business in Japan. With the increasing demand in electronic components for automotive-use semiconductors, chip manufacturing, and engineering plastics which see widespread use in automotive and aircraft materials, proactive recruitment will likely continue for technology R&D and technical service positions.

"We are seeing the start of technological advancements in the medical sector and the practical applications of IoT in the healthcare areas in Japan, a country which will not be seeing any reduction in the risk of lifestyle diseases due to factors such as an aging population and a more modernized lifestyle. More M&As by major firms and the entry of new players in these fields have led to an increase in demand for personnel. The most noticeable trend is the movement among companies that are seeing opportunities for further business growth in the areas of online/remote medical consultation to create internal strategy teams comprised of strategic specialists previously employed at management consulting firms. There was also a notable movement in the second half

of 2017 for companies to employ IT specialists with experience at major IT enterprises in these strategy departments. We can likely expect this development to expand even further from the January to March.”

In regard to pharmaceutical enterprises, Swan says, “The activities of data specialists at these companies are also expanding. When compared to the online/e-commerce or financial industries where it is common to see teams that specialize in big data, the number of people a pharmaceutical company employs is relatively small. However, there are a growing number of companies that are beginning to employ anywhere from one to several data scientists and analysts. The scope of physicians’ activities in the healthcare field is also expanding, and for physicians at pharmaceutical companies working in the three functions of clinical development, safety, and medical affairs, the movement to allow a second job at a medical facility such as a clinic or hospital is spreading. As a result, we are starting to see business merits that are a direct product of the synergy between the two roles.”

About Robert Walters Japan (<https://www.robertwalters.co.jp/>)

Robert Walters was established in London, United Kingdom, in 1985. It is a specialist recruitment consultancy, and has offices in the key cities of 28 countries around the world. Robert Walters Japan is the Japanese subsidiary of Robert Walters. The Tokyo office was established in 2000, and the Osaka office in 2007. We provide recruitment consultation services for full-time regular employees as well as dispatch and contract employees. The strength of Robert Walters Japan lies in our expertise in bilingual specialists (professionals who are proficient mainly in English and Japanese), and we have the world’s largest database for bilingual specialists with experience, knowledge, and skills in various professional fields. We also recommend specialists to a wide range of client companies, from leading global corporations to newly established companies, as well as small and medium-sized enterprises. Our expert consultants who are familiar with each industry work in teams to provide recruitment consultation services across a wide range of industries and job categories.

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