



SOFTEM Co. Ltd. Company Profile

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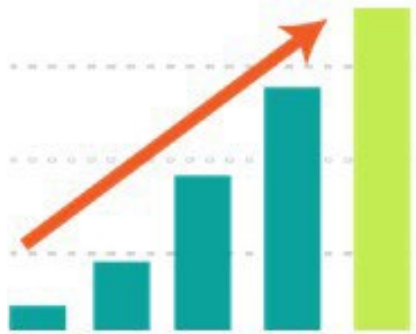
Company Name	SOFTTEM Co. Ltd.
Founded	April 1st, 1985
Capital	97,000,000 JPY
Sales(2023.2)	1,366,034,000 JPY
Employees	151 (Male:111, Female:40/ Average age 34)
Business Area	<ul style="list-style-type: none">• Software developments and Engineering services.• Own software products development and sales.• Network design & integration services.• Web contents development.



ISO 9001:2015
ISMS : ISO/IEC 27001:2013
PMS : JIS Q 15001:2017

Softem in Numbers

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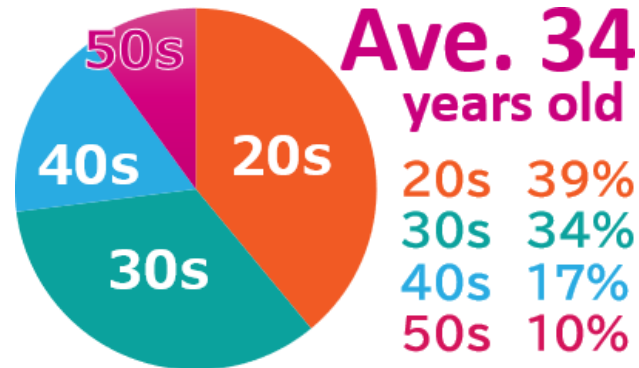


1.3

Billion yen UP

1 Improving Annual Sales

Softem is an IT Company, and we're getting bigger.
We keeps growing each year by 3-10%.
In 2021, our sales were 1.1 billion yen,
And now, our sales exceed 1.3 billion yen.

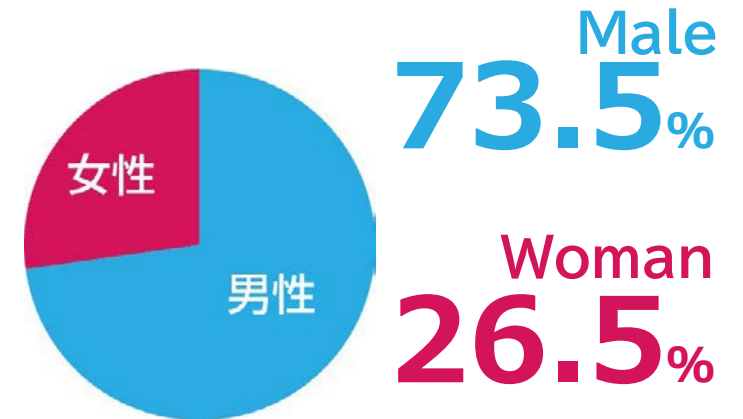


Ave. 34 years old

20s 39%
30s 34%
40s 17%
50s 10%

2 Various Age Groups

The average age of employees at Softem is 34 years old, and there are many energetic and young workers in the company.



Male 73.5%

Woman 26.5%

3 Environment of Diversity

There are 9 foreign employees, and actively contributing to the company.

Products & Service

3



This system able to manage chemicals and dangerous drugs. ChemWatcher is used by over 140 institutions.



PoliceOnline

System which used at police stations. PoliceOnline is currently being used in Kanagawa Prefecture, Saitama Prefecture, and Tokyo.



R&D

JisoAI (supported by Kougakuin University)
Voice input (Supported by NHK)



児童相談システム Jiso Network

This system is used at child guidance centers. JisoNetwork is currently being used in Kanagawa, Saitama, Chiba, and Osaka prefectures and Tokyo.

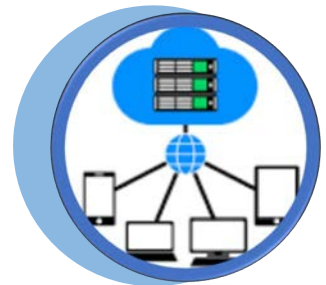
Development work

- Railway system
- Camera/CCTV security system
- Public competition service system
- National/administrative system development
- System development in many fields such as automobile production management



Network Design, Construction and Operation Support

We also offer services for designing, building, connecting, and supporting networks.



Employee Benefits

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Flexitime

Employees can take advantage of flexitime.



Go Home On-Time

On Wednesdays and Fridays, employees are encouraged to leave on time without working overtime.

Refresh vacation

Employees can enjoy a refreshment vacation on their 5th, 10th, and 20th anniversaries of service.



Childcare Leave, nursing leave

Employees who require childcare or nursing care can request leave. Upon returning to work, they also have the option to apply for reduced working hours.



Qualification Acquisition Support

We support employees in obtaining the qualifications necessary for career development. This includes covering exam costs and providing qualification allowances.

...and more!

Employees can also receive more benefits such as paid sick leave, volunteer leave, support for sports club activities, etc.



Employee dormitory

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Softem provides a 12-room dormitory for employee.
(13-14 minutes walk from the company.)



For security measures, Softem has installed automatic locks, interior corridors, and monitored intercoms.

PT.SOFTTEM MITRA INDONESIA(SMI)

6

Softtem has a subsidiary company in Jakarta, Indonesia.

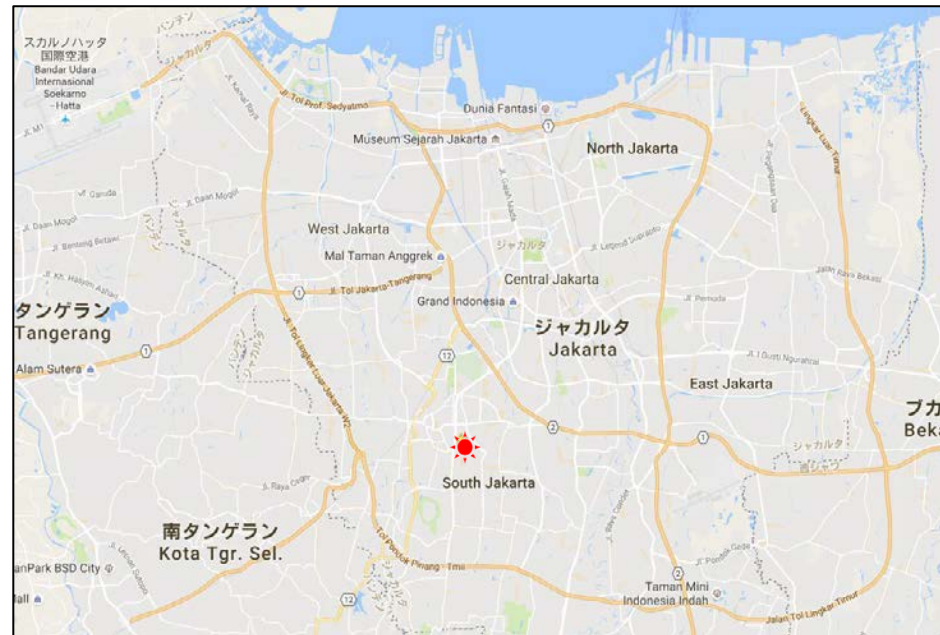
SMI is also recruiting employees.

【Founded】3/2015

【Capital】300,000USD

【Address】Jakarta (BLOK-M)

【Member】Japanese 1/Indonesian 12



Jalan Melawai No.14, Kebayoran Baru, Kota Jakarta Selatan,
Daerah Khusus Ibukota Jakarta 12160
(4-5 minutes walk from BLOK M MRT station.)



<https://www.sm-i.co.id/en/>

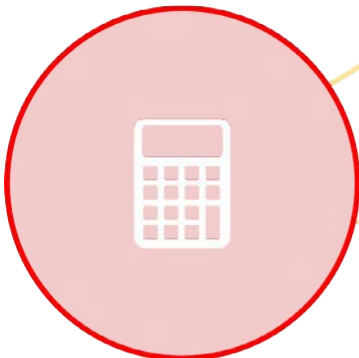
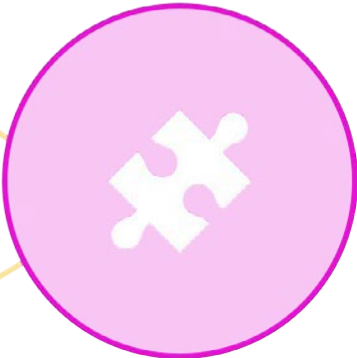
SMI Overview

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Web Design & System
Development



IT Support &
Maintenance

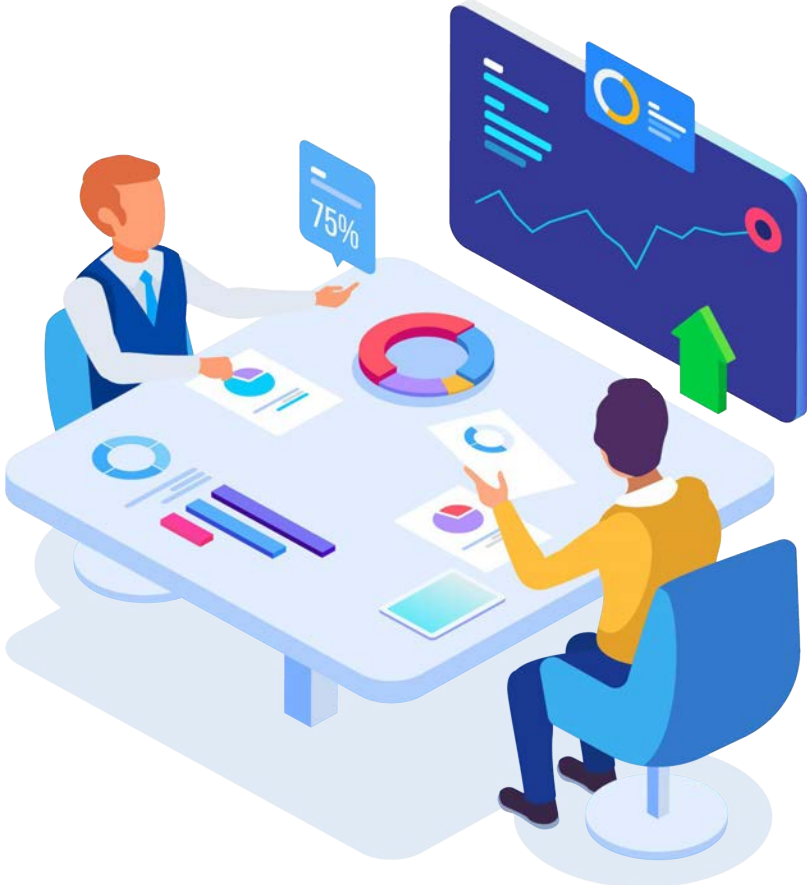


Business App &
Package Sales



Offshore Development

SMI members may be required to travel to Japan for business trip.





Career path and Education system

Career path

Management path

leader

Chief

Section
Head

Section
manager

Manager

Engineer

Chief
engineer

Specialist

Architect

Expert

Technical job path

General
staff

Employees may choose between a managerial or technical career path.

Training of new employees

	March	April	April to June	After July	Next April
Training name	Basic training	Introductory education	Project training	OJT Follow-up training	Announcement of results
Training content	Programming Basic training	Business manner Security programming	Experience project development and acquire skills	Acquire skills through OJT and follow-up training	Set achievements for the year and future goals

New employee training is conducted in a planned manner and support will be provided throughout the process.

A dark grey suit jacket and trousers are laid out on a light surface. A white dress shirt and a red tie with white polka dots are tucked into the jacket. Several white cherry blossoms with yellow centers are scattered around the suit. A green rounded rectangle is overlaid on the center of the image, containing the text "About recruitment".

About recruitment

Employee that Softem wants to hire

Can be independent as a member of society

Can be independently and autonomously

Can find enjoyment at work and grow

Softem recruitment guidelines

Starting salary

University graduate
242,000JPY

Transportation allowance
Full payment(max 40,000JPY)

【Other allowances】

- *Overtime allowance*
- *Housing allowance*
- *Qualification allowance*

Bonus twice a year
(July, December)

Salary increase once a year
(June)

Work hour *9:00~17:30*

Paid vacation from 10 days

Annual holidays: 122 days

Flow from entry to job offer

STEP1
Entry

STEP2
Test and Interview
(Held online)

STEP3
Employment offer

The process from submitting your entry to receiving a job offer takes about two weeks.

Please submit your entries via e-mail.

Softem : saiyo@softem.co.jp

SMI : recruit@sm-i.co.id



**We value our diversity
and we will grow with
the company.**

Softem and SMI wants to hire you.

SOFTEM Co. Ltd.

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Kawasaki-ku, Kawasaki, Kanagawa 210-0007, Japan
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