

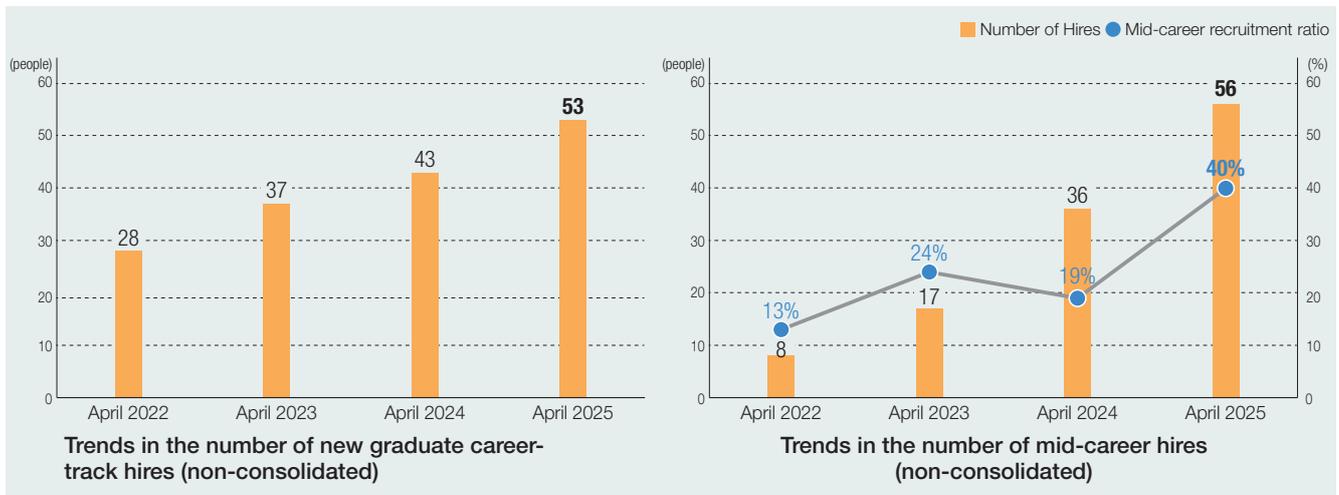


The Nichias Group not only carries out corporate social responsibility (CSR) efforts within the Group but also contributes to society by providing products and services that are safe, reliable, and useful for its customers.

Recruitment

Recruitment Initiatives

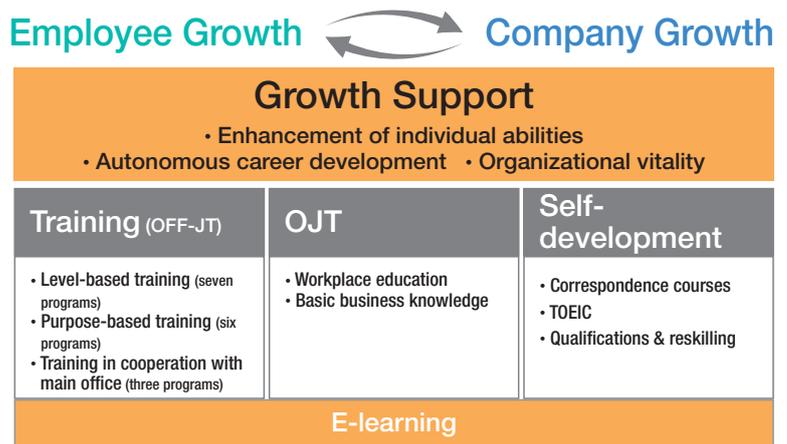
The NICHIAS Group regards human resources as its most important capital for the sustainable enhancement of corporate value, and conducts recruitment activities with a long-term perspective aimed at securing a diverse workforce. For new graduate recruitment, we provide opportunities to experience work at our research laboratories and factories so that candidates can directly sense the atmosphere of NICHIAS, thereby communicating the appeal of our workplace. In addition, to secure more diverse and highly specialized human resources, we are also strengthening mid-career recruitment.



Human Resource Development & Training

Training System

Based on the belief that employee growth and company growth are two sides of the same coin, NICHIAS supports individual skill development and autonomous career building through three pillars: OFF-JT (various training programs), OJT (e-learning and workplace-based training), and Self-Development (such as correspondence courses). Through these initiatives, we aim to enhance personal capabilities and foster organizational vitality. In particular, our training programs are categorized into three types: by employee level, by objective, and in cooperation with main office. Through this wide variety of programs, we work to enhance the capabilities of employees across a broad range of grades and job types, from new hires to management.



Young Employee Exchange Meetings

At NICHIAS, we hold Young Employee Exchange Meetings at sites nationwide with the aim of building communities where younger employees can interact across departments and consult with peers about concerns or ideas unique to their generation. Through these exchanges among the next generation of employees, participants not only encourage each other to improve, but also foster a sense of camaraderie, contributing to the realization of a “bright company where it is pleasant to work.”



Scene from Young Employee Exchange Meeting