
2024 New Graduates Recruitment Guidelines

Hotel Management International Co. Ltd.

Qualifications

Those who have graduated or completed an overseas hotel school, domestic or overseas four-year university / graduate school, junior college / vocational school after March 2021.

Those who are expected to graduate or complete their studies by March 2024

Number of Hires

1. Hotel Specialist - 50 (Those who have graduated or are expected to graduate from a four-year university or graduate school in Japan or overseas)
2. Career-track Position - 10 (Those who have graduated or are expected to graduate from a four-year university, graduate school, junior college, or vocational school in Japan or overseas)
3. Technical Division - 10 (Those who are planning to graduate from science majors such as architecture / mechanical / electrical / IT systems, informatics, data science, university/graduate school graduates)

Employment Status

Full-time Employee

Job Openings

1. **Hotel specialist**
 - You will be working at HMI Hotel Group offices nationwide.
 - You will be assigned to either the accommodation department, the food and beverage service department, the wedding/banquet sales department, or the sales department.
2. **Career-track position**
 - You will be hired as a future executive candidate.
 - The work location will be the Tokyo head office, but training at a group hotel may be included.
3. **Technical division**
 - You will be assigned to the Head Office/Facilities Development Department, which is responsible for the renovation of hotels and inns nationwide and the renewal of building equipment.
 - You will have a job in the head office / IT / network section in charge of system development and network environment maintenance.

Starting Salary (per month basis)

1. Hotel specialist

- a. Starting salary: 221,000 yen (4-year university/graduate school graduate);
204,500 yen (2-year junior college/vocational school graduates/prospective graduates)(Example: Metropolitan area office)
- b. Starting salary: 201,600 yen (4-year university / graduate school graduate);
186,500 yen 2-year junior college / vocational school graduate / prospective completion) (Example: Recruitment in the Nagoya area)
- c. Starting salary: 200,600 yen (4-year university / graduate school graduate);
185,600 yen (2-year junior college / vocational school graduate / prospective completion)
- d. Starting salary: 193,400 yen (4-year university / graduate school graduate);
178,900 yen (2-year junior college / vocational school graduate / prospective completion)(Example: Recruitment in the Kitakyushu area)(Example: Recruitment from the Kansai area)

2. **Career-track position** Starting salary: 250,000 yen (4-year university graduate)

3. **Technical division** Starting salary: 250,000 yen (4-year university graduate)

※ Meal Allowance

※ Commuting Allowance

Allowances

- Overtime work allowance
- Holiday work allowance
- Late-night work allowance

Salary Revision

Once a year (July)

Bonus

Twice a year in principle (summer / winter)

Holidays & leave

- Holidays: Head Office 110 days a year (Sundays, Alternate Saturday, National, Year-end & New Year)
- Holidays: Hotels and ryokans have 7 to 8 holidays per month in shifts.
- Annual paid leave: 10 days after 6 months of employment, after that as per legal regulations
- Special leave: Wedding, condolence leave, etc.

Insurance

- Health Insurance
- Welfare Pension Insurance
- Employment Insurance
- Industrial Accident Insurance

Welfare Benefits

- Meal subsidies (group hotels),
- Condolence Support,
- Childcare / nursing care leave system,
- Group Hotel employee special discount system, etc.

NOTE: 13 of our hotels have a Dormitory Accommodation Facility available for the New Graduates. Those requiring it will be able to avail this provision at an affordable rate of around 5,000 円 / month basis. (approximate amount may vary depending on the location of hotel)

List of hotels -

1. Hotel Kameya
2. Mikazuki Seapark Hotel Katsuura
3. Mikazuki Seapark Hoel Awa Kamogawa
4. Hotel Ravie Kawaryo
5. Grand Hotel Hamamatsu
6. Crown Palais Hamamatsu
7. Tsumagoi Resort Sai no Sato
8. Heian no mori Kyoto
9. Misasa Royal Hotel
10. Yumoto Kanko Hotel Saikyo
11. Nagasaki Nisshokan
12. Kirishima Castle Hotel
13. Rizzan Sea Park Hotel Tancha Bay

Working Hours

Standard Working Hours: 7 hrs and 30 mins (shift work / late night shift available depending on the hotel / ryokan)

- Standard working hours may vary depending on the hotel / ryokan
- We have adopted a variable working hours system in units of one month.
- Reduced working hours for childcare available

Training

1. Training for prospective employees
2. Training for new employees
3. Training for first-year (new employees)
4. Training for managers

Selection Process

1. Document screening
2. Primary interview
3. Aptitude test / written test
4. Second interview (first interview-successful applicants)
5. Unofficial Offer

To apply please contact

HR Department 2024 New Graduate Recruitment In-charge

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