

# I-HoP

Hokudai International Human Resource  
Development Program

# 2020

## Activity

## Report

Hokkaido University

Front Office for Human Resource

Education and Development

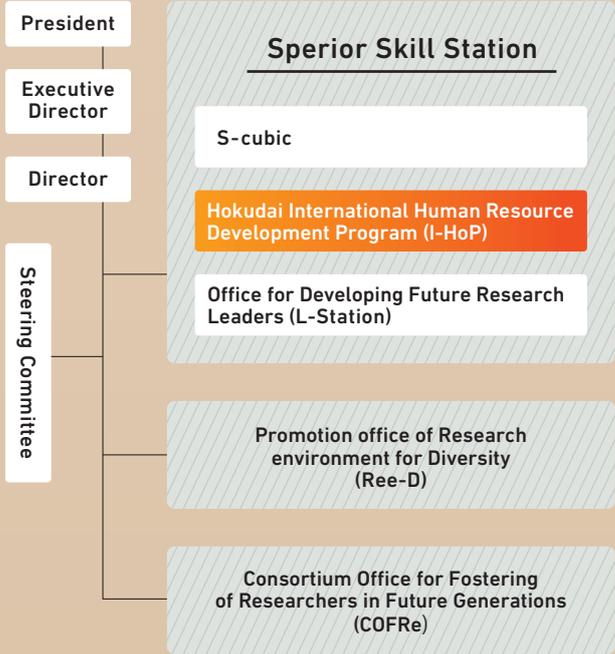


**I-HoP provides programs in English  
for supporting the career development  
of young international researchers at Hokkaido University**



**Front Office for Human Resource  
Education and Development**

This office consists of S-cubic, I-HoP, L-Station, Ree-D, and COFRE offices. Its aim is the education and career development of young postdoctoral researchers and PhD students.



# About I-HoP

## What is the International Human Resource Development Program?

The International Human Resource Development Program (I-HoP) of the Front Office for Human Resource Education and Development (FOHRED) provides various programs in English to support the career development of young international researchers (DCs and PDs) at Hokkaido University. It organizes "seminars to improve transferable skills", "individual career counseling", "support for learning Japanese", and "surveys on international students".

It also holds the CAREER LINK MEETUP, which is an extremely rare event in Japan for DCs and PDs who want to get in touch with companies in English.

For many years, the Front Office for Human Resource Education and Development has held the information exchange meeting in Japanese named "Akai Ito Kai" for letting DCs and PDs meet companies. Since the academic year 2019, I-HoP has held this meeting entirely in English, and several participants have received job offers.

Because of the COVID-19 pandemic, all seminars and events were held online in the academic year 2020. Visits to overseas companies, which had been made since the academic year 2018, were also canceled. However, as many international students would like to build their careers in countries other than Japan in the future, we hold online lectures by researchers who are active abroad, and continue to help the students diversify their career paths.

In addition, we realize that it is difficult to grasp the needs of all international students just by counseling the students who contact I-HoP directly. We have therefore begun to interview the supervisors of international students to observe the actual situation of international students from various angles.

There are various restrictions in the unprecedented pandemic situation, but we will do our best at any time and continue to provide support so that each student can make a reasonable choice.

### Where would your research career lead?

What kind of career do you plan to pursue after completing your studies at Hokkaido University?



### Role of I-HoP

1

Holding seminars to improve transferable research capabilities



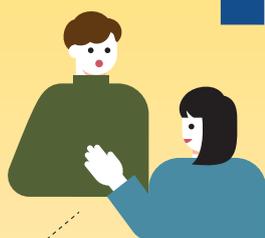
2

Providing opportunities for interactions with researchers working in society as well as Japanese companies



3

Individual career consultation



4

Japanese language learning support



5

Various surveys for supporting the careers of young international researchers



PICK UP  
TOPIC

1

2020

10/  
28

# CAREER LINK MEETUP 2020

-For international DC and PDs-

Number of participants 28 (HU:22/Other universities:6)



**CAREER LINK MEETUP**  
-For International Doctoral Course Students and Postdocs-  
ONLINE

For more details  
<https://bit.ly/2QIB7PP>  
Application deadline  
Sep 10th(Thu.)

**Oct 28th (Wed.), 2020** ONLINE

**Program**  
Company Presentation  
Student Poster Presentation  
Q&A at Company Exhibition Booth  
Networking  
**Language**  
English

**Participating Companies (As of Sep. 22)**  
AWL Inc.  
INDETAIL Co., Ltd.  
KPMG Ignition Tokyo, Inc.  
Rakuten Mobile, Inc.  
Ridge-I Inc.  
ROHTO Pharmaceutical Co., Ltd.  
Sanoh Industrial Co., Ltd.  
Shiseido Company, Limited  
Sony Corporation (AtoZ)

**Organizer** I-HoP International Human Resource Development Program, Hokkaido University  
**Co-organizer** S-cubic, COFRE  
**Contact** ihop@synfostechokudai.ac.jp  
Application deadline Sep 10th(Thu.)

ONLINE 英語



I -HoP of the Front Office for Human Resource Education and Development held an information exchange meeting in English called "CAREER LINK MEETUP 2020 -For international DCs and PDs-" for international DCs/PDs and domestic companies on Wednesday 28 October. In order to prevent the spread of the new coronavirus, this year's meeting was held online.

Nine domestic companies including Shiseido Company, Limited as well as 28 DCs/PDs including those from partner universities through the "Career Development Project for Researchers of Allied Universities" (one from Niigata University, two from Yokohama National University, one from Hyogo Prefectural University, and two from Okinawa Institute of Science and Technology Graduate University) participated in the event.

The day began with a welcome address by Makoto Demura, Deputy Director of the Front Office for Human Resource Education and Development. After a short talk by each company, participants moved to breakout rooms. DCs and PDs gave presentations on their research and skills, and companies held booth sessions. All was done in English,

and they could communicate deeply with each other.

DCs and PDs who participated in the event said, "it was useful for us to know about various Japanese companies and what kind of human resources they looked for" and "it was very good for us to have a job hunting experience and to think about our future career". The companies commented, "we want to have more events like this in the future".

International students make up approximately one-third of all doctoral course students at this university, and career support for them is an urgent issue. I-HoP has developed the career development support platform established by the Front Office for Human Resource Education and Development mainly for Japanese DCs and PDs into a global support system that takes international DCs and PDs into consideration, and is now making various efforts to broaden their career paths in Japan. The creation of opportunities for exchange with domestic companies in English has attracted particular attention from companies and partner universities. They expect that this event should continue in the future as it will contribute to improving the employment rate of international students in Japan.

### Participant's comments

I really appreciated the opportunity to contact English speaking companies.

It was informative, I could learn about different companies in Japan and what are they looking for candidates.

It was very helpful both for experience in job hunting and also for deciding future steps in my career.



### Participating nine companies



- Sony Corporation
- Sanoh Industrial Co., Ltd.
- AWL, Inc.
- INDETAIL Co., Ltd.
- Rakuten Mobile, Inc.
- SHISEIDO
- Ridge-i Inc
- ROHTO Pharmaceutical Co., Ltd
- KPMG Ignition Tokyo, Inc.

Information exchange meeting in English between DCs/PDs and companies. This was held entirely in English with the same structure as that of the "Akai Ito ONLINE" in Japanese, which had been established by the Front Office for Human Resource Education and Development for supporting DCs and PDs. Each company gave a short talk on what types of DCs and PDs they looked for. DCs and PDs presented their research and skills while showing posters. Then a booth session was held. DCs and PDs visited company booths. The event was held online because of the COVID-19 pandemic, but many companies, DCs and PDs could participate because the physical distance was no longer a problem.

### POINT



# Lectures by researchers active abroad

2020

9 / 4

## Drug Development in the Pharmaceutical Industry

Lecturer	<b>Tomoko Maeda-Chubachi, MD, PhD, MBA,</b> Founder and Chief Mentor, The Institute of Drug Development Career Promotion; Vice President, Medical, Novan, Inc.
Number of participants	<b>23</b> (HU:13 / Other universities:10)
Category	Transferable Skills Seminar



2020

11 / 6

## Research opportunities outside academic institutions

Lecturer	<b>JEAN-PHILIPPE THERRIEN, Ph.D.</b> Principal & Owner /JP Therrien Consulting LLC, Davidson NC
Number of participants	<b>13</b> (HU:8 / Other universities:5)
Category	Transferable Skills Seminar



2021

1 / 20

## Careers in the United States: How to find a place where you can shine

Lecturer	<b>Mariko F. Matsuura Ph.D.</b> Protein Engineering Scientist (R&D) at Corteva Agriscience (former DowDuPont)
Number of participants	<b>38</b> (HU:23 / Other universities:15)
Category	Transferable Skills Seminar



**I**-HoP invited researchers who were active in the United States and organized an online lecture series for international and Japanese students who sought careers abroad.

On 4 September, Dr. Tomoko Chubachi (Chief Mentor of the Institute of Drug Development Career Promotion and Chief Medical Officer of Novan) gave a lecture entitled "Drug Development in the Pharmaceutical Industry". On 6 November, Dr. Jean-Philippe Therrien (Principal and Owner of JP Therrien Consulting LLC) gave a lecture entitled "Research opportunities outside academic institutions". On 20 January, Dr. Mariko F. Matsuura (Researcher at the Research and Development Department of Corteva Agriscience) gave a lecture entitled "Careers in the United States: How to find a place where you can shine". All lectures were live-streamed from the speakers' locations via Zoom.

In each seminar, the speaker spoke from there about practical things in the United States, including drug

development and career paths in the pharmaceutical industry, possible options as non-academic researchers, career options after completing the doctoral program, and how to work in the United States. The lecture was followed by a question-and-answer session.

It is difficult for most of us to travel abroad in the midst of the pandemic, but the participants could see that researchers were working in the world every day in various ways and consider pursuing careers abroad more seriously.

In the academic years 2018 and 2019, "overseas site visits" were organized. Participants visited companies in the United States and gave presentations on site. Unfortunately, this event could not be held in the academic year 2020, but all of the seminars held in this academic year became possible precisely because they were held online. I-HoP will continue to explore what can be done even in the midst of the COVID-19 pandemic, and to support students who pursue their careers abroad in many ways.

### Participant's comments

#### Drug Development in the Pharmaceutical Industry

The seminar was very concise and extremely inspirational. Listening to a global leader in Pharmaceutical industry with such experience and achievements is always helpful to shape the career path and thinking process.

It was very informative in a simple explanation, so many doors of new way of thinking had been opened.

#### Research opportunities outside academic institutions

This was a very informative lecture on choosing a career path after the doctoral degree. The discussion on the pros and cons of new drug manufacturers and CROs was also very informative.

It was an eye opening to opportunities outside academia.

#### Careers in the United States: How to find a place where you can shine

I really enjoyed the seminar. Information provided was very interesting and useful. It answered a lot of questions I had about careers in the US.

I found it extremely interesting because it covered in details aspects of careers abroad which I have not seen in many seminars and which I believe are interesting to compare with the information about the careers in Japan offered in past seminars.



Visits to overseas sites have been made in the academic years 2018 and 2019 but became impossible in the academic year 2020 because of the COVID-19 pandemic. I-HoP decided to organize lectures by researchers who were active abroad, in order to continue to support students who would like to pursue their careers abroad even in the midst of the pandemic. Three seminars live-streamed from the United States could be held. Whereas only a limited number of people could participate in the visits to overseas sites, more students could participate in the online seminars and ask questions directly to researchers in the United States. This new form of seminar proved to be a great success.

POINT

# I-HoP Activity Report 2020



# Activity Report 2020



From around the end of 2019, it became difficult to hold face-to-face meetings because of the COVID-19 pandemic. We took this opportunity to actively hold online events from the beginning of the academic year 2020. This has encouraged more students from other universities to participate, and led to career support for young international researchers not only within Hokkaido University but also throughout Japan.



Online

## Job Hunting Guidance for international students\_Online

Lecturer	Ms. Ayumi Sudo Originator
Number of participants	88 (video views)

I-HoP has distributed a video for international students. Originally we had planned to invite the lecturer and hold a seminar, however we changed to video recording and distribution due to COVID-19.



Online

## Time Management

Lecturer	Dr. Greg Story President/Dale Carnegie Training Japan
Number of participants	18 (HU:18/Other university:0)
Category	Transferable Skills Seminar

Time escapes minute by minute and hour by hour. Nothing you do will stop or rewind a clock or calendar. Everyone has the same amount of time: 24 hours, which is 1,440 minutes per day. There is no short cut to managing yourself more effectively. The key is to invest your time in the most productive way, not only for the sake of your organization but also or your own peace of mind.

In this webinar, you will discover where your time is spent. With a clear picture of where time gets lost, you can see where you can improve. You will review specific tools and approaches to help you stay on target, increase productivity, and get better results in work and in life.



2020

8/27

Online

## Potential Long-term Effects of the Coronavirus Pandemic in the Research Community

**Lecturer** Mr. Greg Adams Managing Editor FORTE Science Communications

**Number of participants** 29 (HU:6/Other universities:23)

**Category** Transferable Skills Seminar

The impact of COVID-19 is enormous and unavoidable, even for research institutions and researchers. This seminar will discuss the impact the pandemic is having on journals and publishers, as well as the impact on research institutions and individual researchers and what to do about it.



2020

9/4

Online

## Drug Development in the Pharmaceutical Industry

**Lecturer** Tomoko Maeda-Chubachi, MD, PhD, MBA, Founder and Chief Mentor, The Institute of Drug Development Career Promotion; Vice President, Medical, Novan, Inc.

**Number of participants** 23 (HU:13/Other universities:10)

**Category** Transferable Skills Seminar

The landscape of drug development in the pharmaceutical industry changes in a short timeframe. Once the seeds show promising potential in the venture company or startup companies, these seeds will be bought by large pharmaceutical companies which have abundant resources to run clinical trials. Running clinical trials is extremely expensive and the average cost exceeds billion dollars. Therefore, any pharmaceutical companies make efforts to minimize the cost, maximize efficiencies toward early approval of the drug. Many animal studies and pharmacology studies are often outsourced to the contract research organizations (CROs) and academic institutions. Depending on the expertise, the career path crosses between the sponsor and CROs. It is important for your career planning to understand the structure and functions of the matrix team of the pharmaceutical companies and identify where your strength contributes most.



2020  
9/17

Online

# How to write "Entry-sheet" appealing to Japanese industries

Lecturer	Mr. Tomonori FUKASAWA President Emerging Technologies Corporation
Number of participants	60 (HU:29 / Other universities:31)
Category	Transferable Skills Seminar

Obtain basic information about industry/company for exploring your career paths in Japan with guidelines for job hunting!



2020  
10/20

Online

# Japanese workplace communication & Business manners and online interviews

Lecturer	Mr. James Corbett ANA Business Solutions
Number of participants	10 (HU:8人 / Other universities:2)
Category	Transferable Skills Seminar

A seminar for international students to learn about communication and business etiquette in the Japanese workplace. Japanese culture, communication, and online interview skills, as well as individual consultations with the instructor.



2020  
10/28

Online

# CAREER LINK MEETUP 2020 -For international DC and PDs-

Number of participants	28 (HU:22人 / Other universities:6)
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I-HoP will provide international doctoral course students and postdocs the special opportunity to meet up with Japanese companies who are looking to hire international talents in ENGLISH.



2020  
11/6

Online

## Research opportunities outside academic institutions

Lecturer	<b>JEAN-PHILIPPE THERRIEN, Ph.D.</b> Principal & Owner /JP Therrien Consulting LLC, Davidson NC
Number of participants	<b>13</b> (HU:8 / Other universities:5)
Category	<b>Transferable Skills Seminar</b>

Research in Industry: What are my options? Pharma, Biotech/Startup, or CROs  
-A review/discussion of the different non-academic options to pursue a scientific career and their different opportunities.



2020  
12/8

Online

## Important Points for Journal Submission

Lecturer	<b>Mr. Greg Adams</b> Managing Editor FORTE Science Communications
Number of participants	<b>106</b> (HU:56 / Other universities:50)
Category	<b>Transferable Skills Seminar</b>

The popular annual English article writing seminar for young researchers was divided into elementary and intermediate courses so that researchers could participate according to their academic level.



2021  
1/20

Online

## Careers in the United States: How to find a place where you can shine

Lecturer	<b>Mariko F. Matsuura Ph.D.</b> Protein Engineering Scientist (R&D) at Corteva Agriscience (former DowDuPont)
Number of participants	<b>38</b> (HU:23 / Other universities:15)
Category	<b>Transferable Skills Seminar</b>

Mariko F. Matsuura Ph.D. will give you a lecture regarding working in the U.S. and careers. She is a corporate researcher in the U.S. and actively communicates about science, working, studying and living in the U.S., and English through her blog and YouTube. This is your chance to ask questions directly to the researchers from U.S.!



2021  
2/12

Online

# Japanese Manners for Recruitment

Lecturer	Ms. Inami Sumiko ANA Business Solutions
Number of participants	8 (HU:8/Other universities:0)
Category	Transferable Skills Seminar

A course on business etiquette for working in Japan. Students will also learn the importance of first impressions, how to behave when meeting with company people online, and will be introduced to and practice common interview questions.



2021  
2/25

Online

# Broaden Your Career Horizon: Tips to guide your future job search

Lecturer	Lecturer / Ms. Yuuki Iida General Advisor of International Student Support at JAPI, Career Advisor for International Students, LinkedIn Official Creator Guest speaker / Mr. Ray, Chuan-Ling Yang
Number of participants	33 (HU:25/Other universities:8)
Category	Transferable Skills Seminar

Let's connect with the world! This seminar will provide you with ways to find a job in Japan and abroad. JAPI, which provides career support for international students in Japan, and LinkedIn, a business social network used around the world, will introduce the latest trends in job hunting.



2021  
3/9

Online

# Improving Your Oral Presentation Skills

Lecturer	Mr. Greg Adams Managing Editor FORTE Science Communications : Experts in Academic Papers
Number of participants	59 (HU:33/Other universities:26)
Category	Transferable Skills Seminar

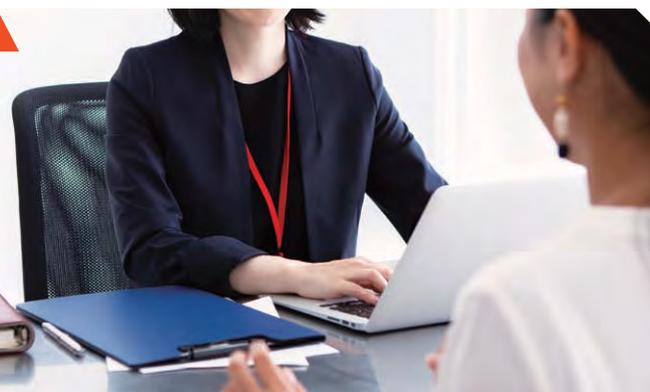
For non-native English speakers, presentations in English may make you nervous. We are planning to have 1.5h lecture and 30 minutes "Q&A" session.



## Individual career consultation

Number of  
consultation

167



Hokkaido University has set the aim of “enhancing career support for international researchers” in its medium-term plan in order to achieve the goal of globalization in the third medium-term goals. As one of its activities, I-HoP continues to provide opportunities of individual career consultations for international researchers.

International researchers have a wide range of career options, like “finding a position in a private company or academia” and “remaining in Japan, returning home, or looking for a position in other country” , and have to dwell on them.

In addition, even if one would like to get a job in

Japan, one finds it very difficult to understand the employment system and job hunting schedule which are unique to Japan. Moreover, one needs to consider the field and kind of job for obtaining a residence permit.

In order to support international researchers' career selection in such complicated situations, I-HoP provides careful and timely consultation opportunities. First, an interview is conducted mainly in English for understanding each researcher's situation, wishes, and options. Then, suggestions and advice on how to take appropriate action are provided.

## Other programs

Career Plan Survey for all the international MC & DC students and Postdocs

Networking in English / Cambridge Consultants

Support for  
Japanese language  
learning

- Support for taking the BJT BusinessJapanese Proficiency Test
- JLPT online practice half-test

# Activity Report 2019

2019

4/25

## Career Seminar for International Researchers and Students

Venue Meeting Room, Mid-Campus Open Laboratory Bldg #1

Lecturer Mr. Yoshichika Iida Visiting Professor, Hokkaido University JCDA certified CDA (Career development Adviser)

Number of participants 21 (HU:21/Other university:0) Category Transferable Skills Seminar

2019

6/6-27

## Evening Japanese Course\_beginner

Venue Meeting Room, Mid-Campus Open Laboratory Bldg #1

Lecturer Ms. Yuki Ota (Nihongo Lecturer)

Number of participants 9 (HU:9/Other University:0) Category Support for Japanese Language Learning

2019

6/19

## Career Talk Experiences and Advice by SENPAI

Venue Meeting Room, Mid-Campus Open Laboratory Bldg #1

Lecturer Mr. LI (Faculty of Engineering DC3) Mr. ALBERT RODRIGUEZ MULET (Faculty of Science DC3)

Number of participants 3 (HU:3/Other universities:0) Category Others

2019

6/27

## CAREER SEMINAR for international students at Graduate School of Environmental Science

Lecturer Mr. Yoshichika Iida Visiting Professor, Hokkaido University JCDA certified CDA (Career development Adviser)

Category Others

2019

7/25

## Evening Japanese Course Advanced:Technical Japanese

Venue Meeting Room, Mid-Campus Open Laboratory Bldg #1

Lecturer Ryo TAKEDA Ph.D Assistant Professor, Faculty of Engineering,Hokkaido University

Number of participants 10 (HU:10/Other universities:0) Category Support for Japanese Language Learning

2019

9/20

## Transferable Skills Seminar Negotiations

Venue Main Conference Room, Creative Research Institution

Lecturer Dr. Greg Story Trainer, Dale Carnegie Training Japan

Number of participants 23 (HU:23/Other universities:0) Category Transferable Skills Seminar

2019

10/24-25

## CAREER SEMINAR Consultation at Hakodate Campus

Lecturer Mr. Yoshichika Iida Visiting Professor, Hokkaido University JCDA certified CDA (Career development Adviser)

Category Others

2019

10/31

## How's like to work in Japan

Venue Meeting Room, Mid-Campus Open Laboratory Bldg #1

Lecturer Mr. Masahiro Tsukamoto CEO, Harmony For Inc.

Number of participants 6 (HU:6/Other universities:0) Category Others

2019  
11/14

## Site Visit to Takenaka Research & Development Institute

Venue Takenaka Research & Development Institute (Inzai City, Chiba)  
Number of participants 3 (HU:3/Other universities:0) Category Company Visit

2019  
11/25

## Learning Japanese :Why now and how to start it

Venue Meeting Room, Mid-Campus Open Laboratory Bldg #1  
Lecturer Dr.Yumiko Enyo The part-time instructor at Hokkaido University  
Number of participants 7 (HU:7/Other universities:0) Category Support for Japanese Language Learning

2019  
12/1~7

## USA Site Visit in RTP

Venue Research Triangle Park North Carolina, USA  
Number of participants 4 (HU:4/Other universities:0) Category Company Visit

2019  
12/10

## CAREER LINK MEETUP -For international DC and PDs-

Venue Seminar room and Foyer, Frontier Research in Applied Sciences Building  
Number of participants 24 (HU:17/Other Universities:7) ※OIST:6, University of Hyogo:1

2019  
12/17

## Writing for Academic Journals

Venue Seminar room, Frontier Research in Applied Sciences Building  
Lecturer Mr. Greg Adams Managing Editor, FORTE Science Communications  
Number of participants 76 (HU:76/Other Universities:0) Category Transferable Skills Seminar

2020  
2/12

## Business Communication and Japanese Manners

Venue Seminar room, Frontier Research in Applied Sciences Building  
Lecturer Ms. Kyoko Uchida JAPAN AIRLINES  
Number of participants 14 (HU:14/Other Universities:0) Category Transferable Skills Seminar

2020  
2/18

## Talk with global companies

Venue Meeting Room, Mid-Campus Open Laboratory Bldg #1  
Lecturer Harmony For Inc. Panasonic / Somic Ishikawa  
Number of participants 20 (HU:20/Other universities:0) Category Others

2020  
2/27

## Business Email Seminar

Venue Meeting Room, Mid-Campus Open Laboratory Bldg #1  
Lecturer Mr. Yoshichika Iida Visiting Professor, Hokkaido University JCDA certified CDA (Career development Adviser)  
Number of participants 15 (HU:15/Other universities:0) Category Transferable Skills Seminar

2020  
3/2

## Preparation for an Oral Presentation

Venue Meeting Room, Mid-Campus Open Laboratory Bldg #1  
Lecturer Mr. Greg Adams Managing Editor, FORTE Science Communications  
Number of participants 22 (HU:22/Other universities:0) Category Transferable Skills Seminar

# I-HoP Activities Report 2020

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Development Program (I-HoP)**

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