

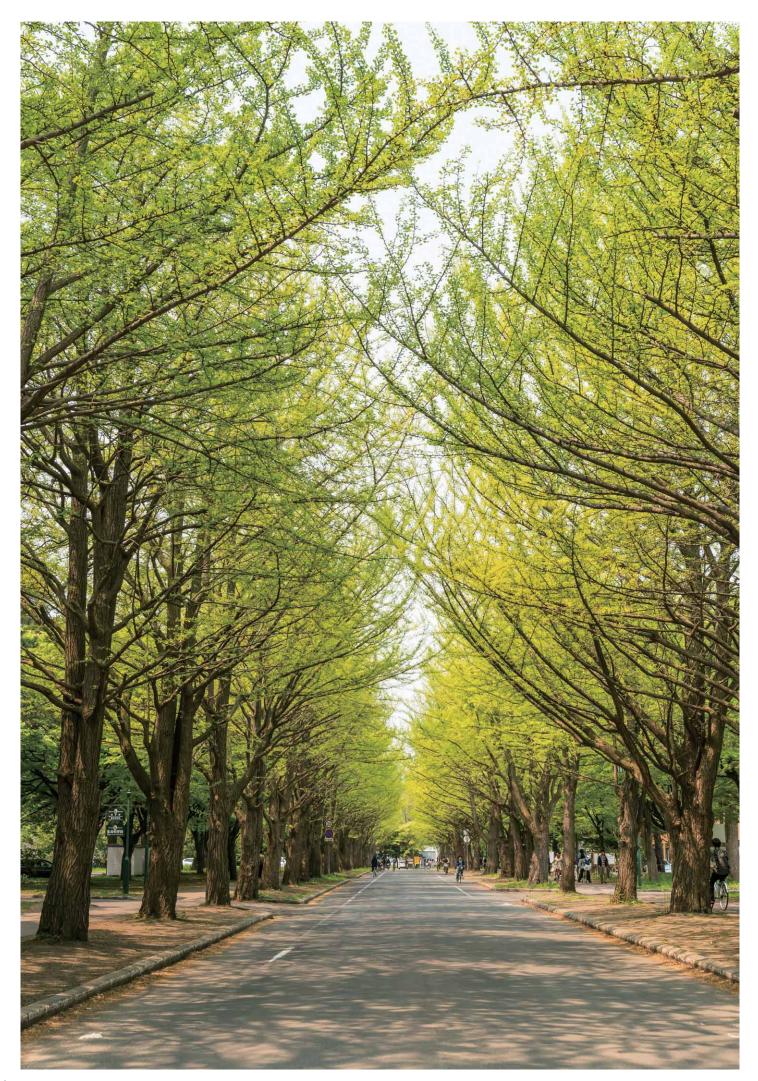
Hokudai International Human Resource Development Program

Activity Report

Hokkaido University

Front Office for Human Resource Education and Development





Message



YAMAGUCHI Junji

The Executive Vice President of Hokkaido University The Executive Director of the Front Office for Human Resource Education and Development

Hokkaido University has been implementing various measures for internationalization. The university was selected for the Top Global University Project of the Ministry of Education, Culture, Sports, Science and Technology (MEXT) in the academic year 2014. Then it implemented the "Hokkaido Universal Campus Initiative (HUCI)", which is the core action plan of the reform strategy named "Future Strategy for the 150th Anniversary" for 2026 that is the 150th anniversary of the foundation of the university. Moreover, it has just established "Hokkaido University Global Vision 2040" in December 2021, in order to further accelerate the progress made so far. As one of the various efforts for internationalization, the Front Office for Human Resource Education

and Development (FOHRED) is developing various programs to support young international researchers' careers through the International Human Resource Development Program (I-HoP). It is hoped that international students who live their research life at Hokkaido University will develop research skills and the ability to survive in their way, and that they will not only work in Japan, their home countries, or other countries but also build a bridge between Hokkaido University and their places of residence in the future. Many universities in Japan are still considering how to support international students from diverse cultural backgrounds. Hokkaido University will continue to move forward while demonstrating its frontier spirit which is its basic philosophy, and responding flexibly to changes in social conditions. Your continued support and understanding would be highly appreciated.



DEMURA Makoto

The associate Director of the Front Office for Human Resource Education and Development Chief of operations of Superior Skill Station Professor

Hokkaido University proposes the future strategy named "a Hokkaido University that contributes to the resolution of global issues" for the 150th anniversary of its foundation in 2026. In this university, international students, who make up approximately one-quarter of all master's course students and one-third of all doctoral course students, are engaged in research activities to solve issues in their home countries and around the world. Many students are enrolled in programs that allow them to obtain degrees in English, live their daily life, and conduct their research using English as the main means of communication. The Front Office for

Human Resource Education and Development offers capacity-building programs to open various career paths for young researchers such as graduate students (MCs and DCs) and post-doctoral researchers (PDs), with I-HoP providing the programs in English and S-cubic providing them in Japanese. By providing students from diverse backgrounds with opportunities to improve their skills in a language that they can easily understand, we hope to make their studies at Hokkaido University more fruitful and develop researchers who can make steady steps toward solving global issues. Various programs developed in English by I-HoP are described in detail in this activity report. Please read it.



KATAGAKI Mariko

Specially Appointed Assistant Professor International Human Resource Development Program Front Office for Human Resource Education and Development

In providing career support for international students, we often hear that many international students want to work in Japan but cannot speak Japanese, and that many international students have to give up finding employment in Japan no matter how excellent and highly motivated they are because almost no companies are willing to accept international students with no good command of Japanese. I-HoP always considers whether this is the case, and tries to approach the bottom of the problem. With the cooperation of S-cubic which has been developing programs for DCs and PDs in Japanese for many years, I-HoP has first gathered

information about companies that are willing to employ DCs and PDs who speak English only, and then organized the matching event named CAREER LINK MEETUP for English-speaking DCs, PDs and companies since the academic year 2019. Notably, international alumni who found employment due to chance encounters with companies at this event participate in the following years as recruiters of the companies. In addition, I-HoP conducts activities such as directly asking companies why they need someone with a good command of Japanese and what type of "excellent" persons they look for. Furthermore, as international students' career options are not limited to Japan, I-HoP has launched initiatives to help them consider careers in countries other than Japan by holding lectures with the cooperation of international alumni who are working abroad as researchers. I-HoP will continue to provide support from various angles to help international students who have studied at Hokkaido University make reasonable career choices.

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.

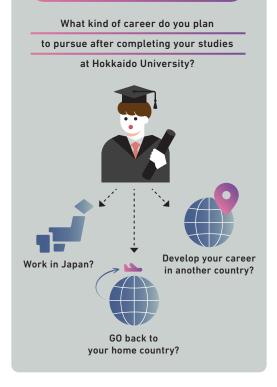


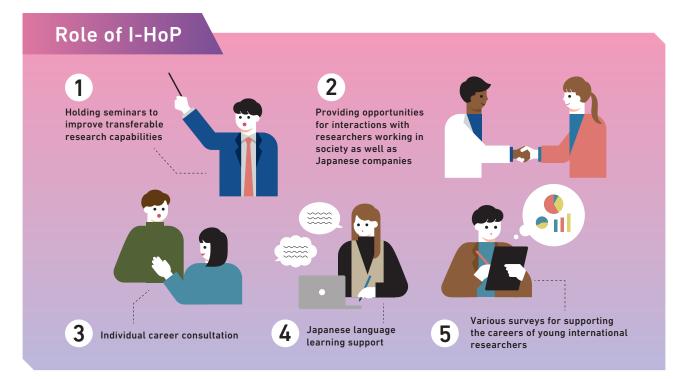
About I-HoP

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 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 consultation", "support for learning Japanese", and "surveys on international students". It also holds 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. As many international students would like to pursue their careers in countries other than Japan in the future, we hold lectures by international alumni who are active as post-doctoral researchers abroad, and 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 asked the supervisors of international students to answer a questionnaire in the academic year 2021, and still try to understand the actual situation of international students. International students have a wide range of career options, and we would like to continue to provide support so that each student can make a reasonable choice no matter what options are available.

Where would your research career lead?









30

CAREER LINK MEETUP 2021 -For international DC and PDs-

Number of participants 40 (HU:23 / Other universities:17)







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, and DCs and PDs visited company booths. The event was held online for the second consecutive year because of the prolonged COVID-19 pandemic, but many companies, DCs and PDs could participate because the physical distance was no longer a problem.

-HoP of the Front Office for Human Resource Education and Development held an information exchange meeting in English called "CAREER LINK MEETUP 2021 -For international DCs and PDs-" for international DCs/PDs and domestic companies on Tuesday 30 November. This was the third time for this event to be held. In order to prevent the spread of the new coronavirus, this year's meeting was held online as in the previous year. Ten domestic companies including Astellas Pharma Inc., as well as 40 DCs/PDs including those from partner universities through the "Career Development Project for Researchers of Allied Universities" (seven from Tohoku University, six from Yokohama National University, three from Ritsumeikan University, and one from Okinawa Institute of Science and Technology Graduate University) participated in the event. We consider that it is good to hold the event online because international DCs/PDs studying at universities across Japan can participate without being bothered by the physical distance. We cordially welcome participants from partner universities. In addition, an ideal cycle has been created, with international alumni who found employment thanks to the event held for the first time in 2019 participating as recruiters of companies. The day began with a welcome address by YAMAGUCHI Junji, Executive Director of the Front Office for Human Resource Education and Development. After a short talk by each company, participants moved to break-

out 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, "now I have a clear understanding of the requirements for employment by Japanese companies and what I have to do to meet those requirements". The companies commented, "we had a very good impression" and "we would like to continue to support this program so that we can provide opportunities for highly-educated international persons to work in Japan after graduation". International students make up approximately one-third of all doctoral course students at Hokkaido 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

It was a very interesting and interactive event. The companies were very helpful in providing the information and guidance needed with regards to working in Japan.

Thank you very much for organizing this event! I have learned so much and I have received some valuable insights.

It was a very good event that gave me more motivation to find a job in Japan.

Participating ten companies

- •Astellas Pharma Inc.
- AWL, Inc.
- Cambridge Consultants Japan Inc
- •enU Pharma, Inc.

- •KPMG Ignition Tokyo, Inc.
- Rakuten Mobile, Inc.
- •ROHTO Pharmaceutical Co., Ltd
- Sanoh Industrial Co,. Ltd.
- Sony Group Corporation
- Sysmex Corporation

PICK UP TOPIC

2

Lecturers by alumni working abroad



My journey from a PhD student at Hokkaido University to a postdoctoral research fellow in the USA

Nour Shobaki, PharmD, PhD

Lecturer Post-doctoral Fellow in Immuno-Oncology, Lombardi Comprehensive Cancer Center, Georgetown University Medical Center, Washington, DC

Number of participants 20(HU:20人 / Other universities:0)

Transferable Skills Seminar

Category







Personal story from PhD to postdoc in the Netherlands

Jie Li, PhD

Lecturer Postdoc Researcher, Computational Science Lab Informatics Institute, University of Amsterdam

Number of participants 1 Category Tr

17(HU:17人 / Other universities:0) Transferable Skills Seminar





HoP held lectures by international alumni for international and Japanese students who would like to pursue careers in countries other than Japan. Nour Shobaki (graduated from the Graduate School of Life Science in 2019), currently a post-doctoral fellow in the United States, was invited as a speaker on 31 August. Jie Li (graduated from the Graduate School of Information Science and Technology in 2021), currently a post-doctoral researcher in the Netherlands, was invited as a speaker on 7 February. They gave online lectures via Zoom from there. They told a lot of personal stories based on their experiences, such as how they prepared for moving abroad when they were still at Hokkaido University, what

documents they submitted when they were accepted, how the interview went, and what the work environment was like. The participants heard about how their seniors, who had studied at Hokkaido University, obtained positions in Europe and the United States and worked hard there, and seemed to become much more motivated to pursue careers abroad. I-HoP will continue to support students who would like to pursue careers abroad. "Abroad" means all countries other than Japan, and there are so many countries. What I-HoP can do is limited, and our alumni's cooperation is essential. We would appreciate the alumni's continued cooperation in teaching their juniors with enthusiasm.

DCs and PDs should not necessarily stay in Japan for pursuing their careers. I-HoP held lectures by international alumni, who obtained post-doctoral positions abroad after completing the doctoral course at Hokkaido University, for international and Japanese students who would like to pursue careers abroad. The lectures were live-streamed from abroad, and focused on "personal stories which one cannot hear anywhere else", such as how they prepared for moving abroad when they were still at Hokkaido University.

POINT

Participant's comments

My journey from a PhD student at Hokkaido University to a postdoctoral research fellow in the USA (8/31)

It was really interesting and the lecturer covered everything about our fears and how to prepare for postdoc job hunting.

It was a great seminar to teach us about the postdoctoral opportunities around the world. Specifically, we learned from a alumni of Hokudai with real experience.

It was good to hear someone's experience who studied in the same University. The seminar was very informative. Thank you.

Personal story from PhD to postdoc in the Netherlands (2/7)

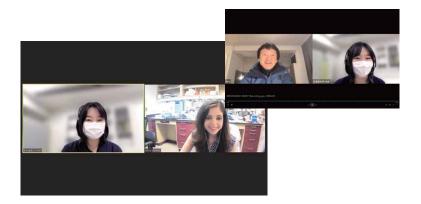
It was a very informative one. Specially, we got to learn real experiences of job hunting from a recent graduate of Hokudai.

It was good to hear company's experience who studied in the same University. The se

It was good to hear someone's experience who studied in the same University. The seminar was very informative. Thank you.



Activity Report 2021



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.



Essential knowledges and strategies for your career in Japan

	Lecturer	Ms. Ayumi Sudo Originator	Essen	tial knowledge
þ	Number of articipants	36 (HU:23人 / Other universities:13)	for you	ategies ir career in Jap
	Category	Transferable Skills Seminar	5/19(V	Ved.) 15:00-16: ۲ Lectare Ms. SUDO, Ayumi

Many international students and scholars in Japan have experienced difficulties in getting hired due to cultural differences. In this seminar, you will learn essential knowledges in the Japanese job-hunting system, and encourage you to make strategies and get relevant skills for your desirable career.



2021 6/15 7/14 8/26 9/10

Hokudai Virtual Hangout

Category Others

Online

In a situation where the Corona disaster has reduced the number of exchanges with people, we held exchange meetings on the online tool SpatialChat four times with the aim of providing a place where international students can casually interact in English.

Many students from Hokkaido University and partner universities participated.





Online My journey from a PhD student at Hokkaido University to a postdoctoral research fellow in the USA

Lecturer	Nour Shobaki, PharmD, PhD Post-doctoral Fellow in Immuno-Oncology, Lombardi Comprehensive Cancer Center, Georgetown University Medical Center, Washington, DC
Number of participants	20(HU:20/Other universities:0)
Category	Transferable Skills Seminar





This is the alumni lecture from the USA. The lecturer will present her personal story from pursuing my PhD at Hokkaido University to being a postdoctoral research fellow in the USA. She will share with you some of the challenges that she encountered during my journey, and how she obtained fulfilling scientific positions, lessons she learned throughout the journey, and advice and pointers for the students who would like to take a similar career path.



Online

Online

Get prepared to develop career plans in Japan with writing skills for "Entry-sheet"

Lecturer	Mr. Tomonori FUKASAWA President Emerging Technologies Corporation	0
Number of participants	28(HU:21人 / Other universities:7)	V
Category	Transferable Skills Seminar	

The seminar aims to provide basic information on industries and companies and guidelines for job hunting in order to explore career paths in Japan. The seminar will cover topics such as: "Japan's Unique Recruitment System. New graduates and mid-career hiring," "Why companies require Japanese language skills," "Job hunting for PhD students in Japan - schedule and procedures," and "How to use entry and write motivation for application" will be explained.





Japanese Manners for the Recruitment

Lecturer	Ms. Inami Sumiko ANA Business Solutions
Number of participants	12(HU:9人/Other universities:3)
Category	Transferable Skills Seminar

<section-header><section-header><section-header><section-header><section-header><section-header>

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 practice interviewing.



Online CAREER LINK MEETUP 2021 -For international DC and PDs-

Number of participants 40 (HU:23 / Other universities:17)

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.





Manuscript Writing for Researchers

Lecturer	Mr. Greg Adams Managing Editor FORTE Science Communications
Number of participants	98(HU:64人/Other universities:34)
Category	Transferable Skills Seminar

For young researchers who write their first academic article in English, we will give tips on how to write a good abstract, and explain common mistakes which must be avoided.



2022 1 19 Online

How to navigate "The era of VUCA"

Lecturer	Ms. Junko Edahiro President, Institute for Studies in Happiness, Economy and Society (ISHES) Professor, Department of Leadership and Innovation, Graduate School of Leadership and Innovation, Shizenkan University	Ho "The
Number of participants	19(HU:13人/Other universities:6)	1/1
Category	Transferable Skills Seminar	Lecturer : Jun Pasilest Informer in 1 Pasilest, Informer in 1

Living in the age of VUCA (volatility, uncertainty, complexity, and ambiguity), we may sometimes fall into pessimistic thoughts. This seminar aims to help participants learn and practice "personal resilience" to survive in difficult times.





This is the alumni lecture from the Netherlands. The lecturer will give a presentation about his personal story from pursuing PhD at Hokkaido University to being a postdoc researcher in the Netherlands, especially his experience of finding a research position in Europe. he will share with you when he started job hunting, where he searched for job openings, how to get his documents shortlisted and succeed at interview, and some tips and advice for graduate students who would like to take a similar career path."



Online

Online

Empowering Self Introduction to cultivate careers of researchers

Lecturer	Izumi Dateyama PhD (Biological Sciences) / Leave a Nest Co., Ltd.
Number of participants	8(HU:6人 / Other universities:2)
Category	Transferable Skills Seminar

Revealing mystery in the world is so fascinating and no one can stop researchers' curiosity.Their passion to approach unsolved issues and to develop creative and unique solutions has the potential to change the world in and out of the lab. For researchers to cultivate a passionate and inspiring career, it is necessary to be understood who you are and what you want to achieve by future career partners. This seminar will give you the opportunity to think about what is a powerful self introduction for researchers that leads your career in both academic and industrial scenes.





Essential Tips for Writing a Grant Application

Lecturer	Mr. Greg Adams Managing Editor FORTE Science Communications
Number of participants	74(HU:53人/Other universities:21)
Category	Transferable Skills Seminar

For young researchers who apply for grants for the first time, we will give tips on how to write a good grant application, such as "to whom it should be written", "how to explain the research background" and "how to approach the issue".





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

Survey for international students supervisors

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

Networking in English Shiseido Company,Limited, Accenture Japan Ltd

Support for Japanese language learning • Support for taking the BJT BusinessJapanese Proficiency Test

·JLPT online practice half-test



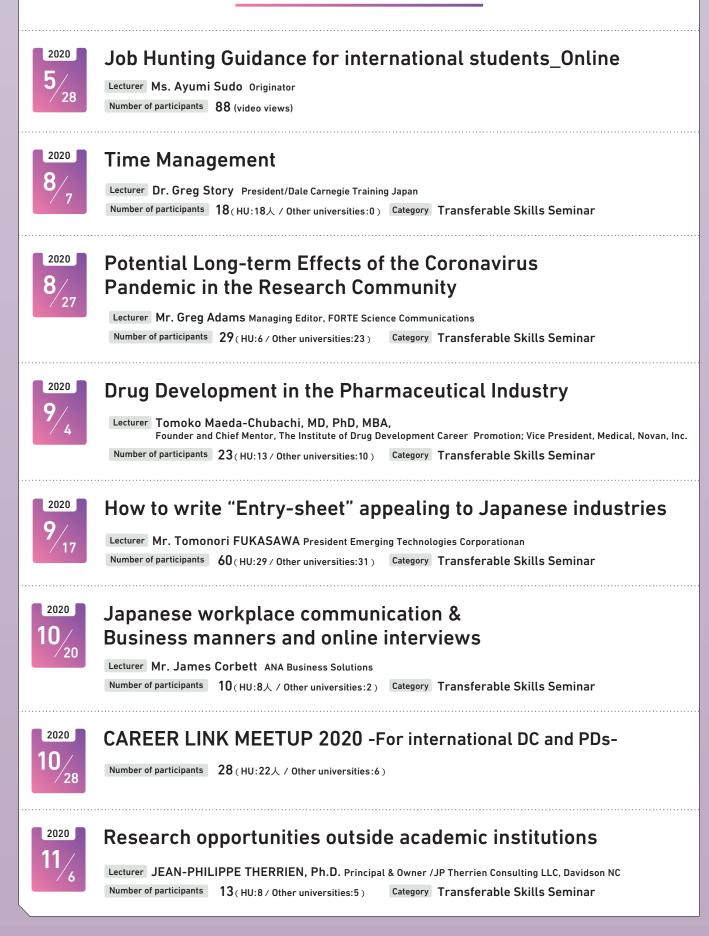
How to attend : Your PC or smartphone Price : Free*The tables is gaid by the universit Registration & Detailistichtes/Johly Interna Interna Interna Interna Interna International Interna Interna International International Internation International Internatione International Interna



対象:大学院留学生

BIT

Activity Report 2020





Important Points for Journal Submission

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



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

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



Japanese Manners for Recruitment

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

Category Transferable Skills Seminar



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

Lecturer Lecturer / Ms. Yuuki lida 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



Improving Your Oral Presentation Skills

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

Activity Report 2019



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



Evening Japanese Course_begineer

 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



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 lida Visiting Professor, Hokkaido University JCDA certified CDA (Career development Adviser) Category Others



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



Transferable Skills Seminar Negotiations

 Venue
 Main Conference Room, Creative Research Institution

 Lecturer
 Dr. Greg Story Trainer, Date Carnegie Training Japan

 Number of participants
 23(HU:23 / Other universities:0)

 Category
 Transferable Skills Seminar



CAREER SEMINAR Consultation at Hakodate Campus

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



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



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



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



USA Site Visit in RTP

 Venue
 Research Triangle Park North Carolina, USA

 Number of participants
 4(HU:4/Other universities:0)
 Category
 Company Visit



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



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



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



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



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



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 2021

Published in September 2022

Published by

Hokudai International Human Resource Development Program (I-HoP)

1st Floor, Mid-Campus Open Laboratory Bldg #1 Kita 12, Nishi 7, Kita-ku, Sapporo, 060-0812, Japan

TEL +81(11)-706-2157 FAX +81(11)-706-3584

🖂 ihop@synfoster.hokudai.ac.jp

Editor Mariko KATAGAKI Specially Appointed Assistant Professor Design Shiori Graphic

