▶ 【楽天】新卒採用コンセプトムービー「DEAR NEXT GENERATION」

▶ 【新卒】元人事が伝える！楽天の面接で落ちてしまう学生の特徴と対策とは？【就活/NG】
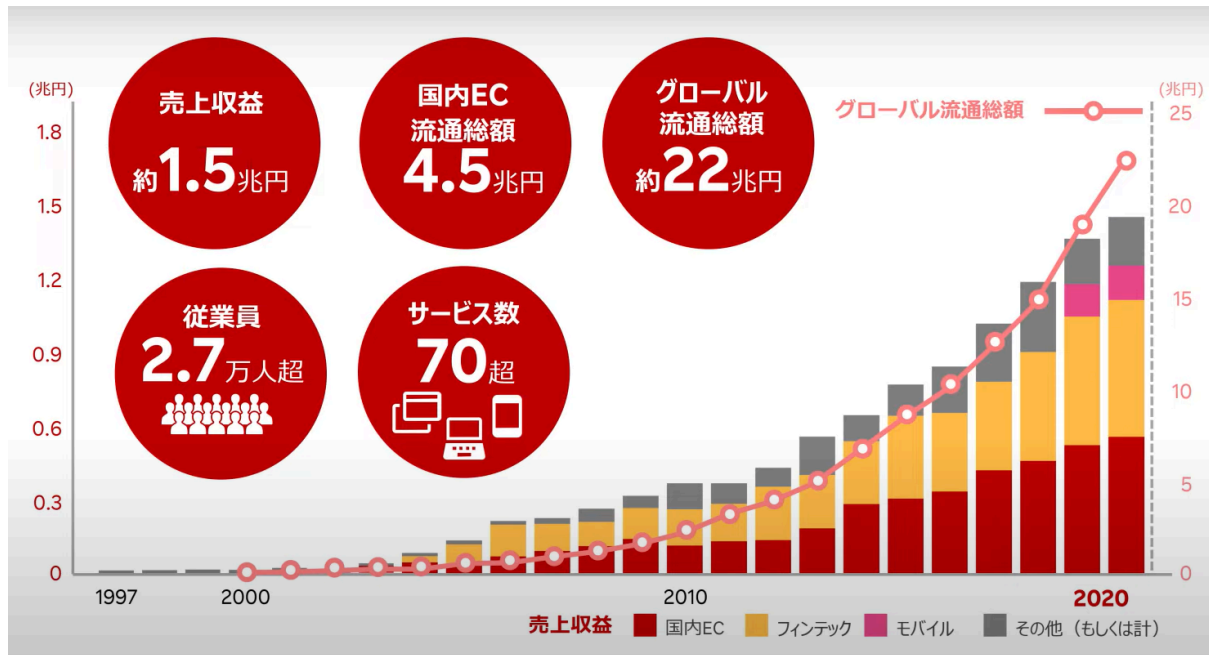

Mission

イノベーションを通じて、
人々と社会を **エンパワーメント** する

社会全体と一緒に成長していく
よりよい方へ前進していく

学生時代に何かを100%最後まで
やりきった経験のある学生

英語を使うことを第一目的としてしまうと
面接で失敗したり入社後のギャップが発生する

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▼ ▼ English Version ▼ ▼

📝Fair Description

※After the application to this page, you will need to
Position 1. apply to every position you prefer (*you can check and apply to each position after you have applied this page),
Position 2. answer the questionnaire which we will send you later,
Position 3. upload your latest English CV to your Connect Job My Page.
When you have done Position 1,2,3 , your application is complete.

Rakuten is an equal opportunities employer and welcomes applications regardless of sex, marital status, ethnic origin, sexual orientation, religious belief or age.

🏢 About Rakuten Group

Rakuten is a Japanese electronic commerce and online retailing company. Centered around Rakuten Ichiba, its business-to-many EC platform and one of the largest e-commerce sites in Japan, its businesses include financial services utilizing fintech, as well as digital content and communications services such as messaging app Viber, e-book distributor Kobo, and Japan's fourth mobile carrier Rakuten Mobile.

Our mission is to empower people and society through the internet while aiming at becoming the Global Innovation Company.

📱Engineer Position

Position 1. Product Manager [Commerce]

- Commerce Company Technology Supervisory Department

Position Details

As a product manager, will be responsible for product construction and execution (project management) to provide new experiences to users and solve various problems that users have through various analyzes. While logically creating the concept of "what the product should be" and "what the user really wants" using data, and in collaboration with engineers and QA, everything from actual development to release Process is the scope of business.

Responsibilities

- Understanding business needs and transform to effective specifications.
- Management from business requirement definition to service planning, product design, and system implementation.
- Propose solutions to improve business/system process（BPR）
- Cooperation and coordination with various other development groups
- Build and maintain strong relationships with business owners and stakeholders
- Taking responsibility for the product
- Making the future roadmap of the product
- Support for product improvement and maintenance after release

Onboarding/Training

-Learn commerce tech basic knowledge & skill at 1~2month(Depend on Joining date)
-Tech Skill Training(Depend on Joining date)
-Mentor support

Position 2. Application Engineer [Communication & Energy]

- Entertainment Service Development (ESD) Department
About the team

Although ESD Department is a relatively small team, we are responsible for a wide range of projects.

Therefore, you will be able to acquire various skills, since you will be in charge of not only coding and product management, but also server operation, user analysis, and service strategy development.

Unlike other large companies, you will have a chance to be responsible for the operation of the entire service rather than just a few specific features or pages. This is a rare experience that is hard to gain when operating large-scale services.

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In addition, you can build a global career with a diverse team, as we collaborate with overseas offices, including India, China, etc.
We are looking for people who are willing to make improvements continuously and can take on any challenges.

Services offered by ESD: Rakuten Ticket, Rakuten NFT, Rakuten Music, Rakuten Infoseek, Rakuten Collection, Rakuten Real Estate, Rakuten Blog, Rakuten Recipe, Minshu, Rakuten Fortune-Telling, etc.

Tech Stack: Python, Java, PHP, Node, Vue, MySQL, MongoDB, Redis, Swift, Kotlin, etc.

Responsibilities

・Build and maintain large scale web services as an application engineer (backend, frontend and native app for iOS and Android)
・Participate in all phases of development, including design, coding, testing and deployment
・Work with product managers, other engineering teams, and business members to increase revenue
・Apply new technology and methodology to continuously improve our system architecture and development processes

Position 3. Application Engineer [Technology Platforms Division]

- Membership Platform Department (MPD)
Responsibilities :

- Drive technical vision, strategy, and architecture of the group
- Manage and grow a team of application engineers, and developing future leaders
- Stakeholder management of other business and technical teams to establish priorities and achieve the goals
- Improve development process, with a focus on regular high-quality releases that align with our business priorities
- Advising the team on selection of open source and third-party tools and platforms to increase our development efficiency and improve our technology and product offerings
- Influence and align across functional teams and stakeholders on priorities and milestones and roadmap
- Stay updated on market trends, and position yourself to establish new future trends

Minimum Qualifications:

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- Previous leadership and management experience of a large engineering organization (at least 10, ideally 20+ members)
- Outstanding people manager with the ability to influence and grow direct, indirect reports and peers
- Ability to manage multiple initiatives and priorities in parallel
- Customer-focused & product oriented mindset
- Track record of mentorship at a distinguished engineering company, and development of engineering management best practices
- Self-reliant, good problem solver, results oriented
- Exceptional written, oral, interpersonal, and presentation skills and an ability to build strong working relationships with senior management and other teams

- Incentive Platform Department (INPD)

Position 4. Infrastructure Engineer [Technology Platforms Division]

Departments
As Rakuten Group continues to expand its business, various projects are underway to ensure stable operation of platform services and to support future growth. We're searching for new team members in the following three Sections to support growing company private cloud, with providing more features. We're waiting for persons who like to find new challenges, and who like to work together to resolve such new challenges.

① Infrastructure Services Department Network Section
Infrastructure Services Department (INSD) mission is to provide high quality facility, network, compute and storage services.
We empower Rakuten by Stable, Performant, Secure, On-demand, Green, Cost competitive.
Network Section is responsible for network integration and automation on global infrastructure platforms. We are providing a robust network infrastructure to sustain the rapid growth and support the increasing demands of mission critical applications.

② Cloud Services Department Application Platform Section
Cloud Services Department (CLSD) mission is to provide high quality services for application team.
Our value is providing enough toolsets help application team to focus on their business, and Absorb underlying layer, Hybrid / Multi Cloud.
Application Platform Section is in charge of construction, stable operation, operational improvement / automation of in-house cloud k8s (Kubenetes), load balancer, service mesh, monitoring system, etc. to support each service. We empower Rakuten by achieving the following.
- Provisioning, stable operation, and operational improvement/automation of k8s platform, service mesh, CI/CD tool, container registry of the company private cloud.

- Stable operation of existing services (legacy k8s platform, mesos/marathon platform, cloud foundry)

③ Cloud Platform Enablement Department User Support Section

Cloud Platform Enablement Department mission is to drive unified support, quality, way of work for CPSD as One Team.

User Support Section is Responsible for providing the service (private cloud) provided by the Cloud Platform Department to internal users (including problem solving and operation support for each service). We do face challenges everyday, how to make the system more efficient, what kind of new technologies can make us more productive and how we can provide better value before.

Main responsibilities

① Infrastructure Services Department Network Section

・Be in main charge of design, verification, implementation and operations for existing and future backbone network infrastructure
・Provide internal users with day-to-day operations of Rakuten backbone network by utilizing automation tool to leverage open-source software and programming
・Drive automation development within the platform to increase network operation efficiency and minimize operational resource
・Contribute in reviewing network configurations and architectures (design) on existing and new data center build outs
・Run POC of new products/technologies for our next generation backbone network
・Work in building and maintaining physical infrastructure and network related documentation
・Be responsible in capacity management for internet transit/IX and DCI
・Contribute in the on-call support of network operations for existing backbone network and upper Tier level escalations

② Cloud Services Department Application Platform Section

・Design and Implementation of k8s platform, Service Mesh (Istio), network inside/outside of k8s (CNI, Container Native Load Balancer, IPv4/IPv6 support, Multi cluster support, etc), Software Load Balancer, API Gateway, CDN, Monitoring System.
・Consultation task for migration from legacy system to new cloud environment
・Providing standardized multi-tenant self-service platform.
・Achieve self-healing functions
・Automation of monitoring
・Achievement of security requirement
・Contribution to OSS as committer.

③ Cloud Platform Enablement Department User Support Section

・Improvement of service performance and latency
・Standardization and Automation for reducing Toils in service management

Rakuten

・Providing standard monitoring systems for stable operation of service
・Providing standard design for expanding new service easily
・Trouble Shooting of service in the trouble

📋 Application Requirements

Position 1

・Who can join Rakuten Group in October 2023.
・New graduates only
・English Language proficiency

Position 2, 3, 4

・Who can join Rakuten Group at any month in 2023.
・New graduates or within 3 years of work experience
・Experience in programming
・English Language proficiency
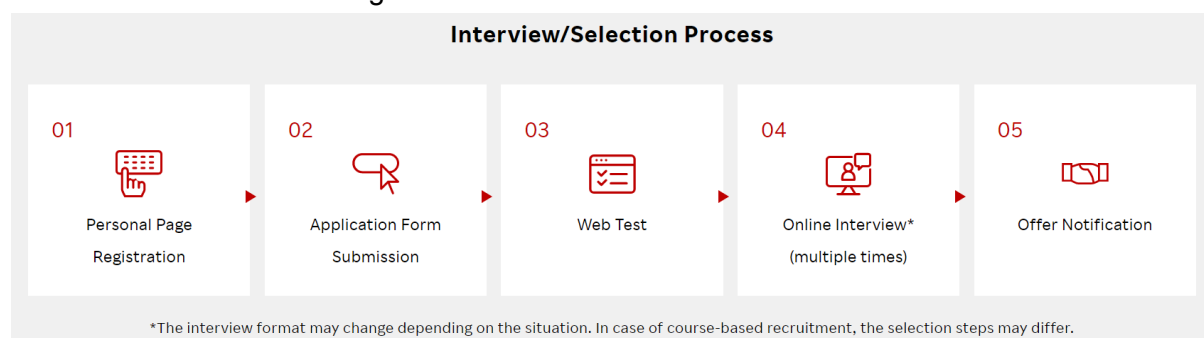
▶️ Selection Process

STEP 0. Application entrance 👉**https://jptip.cc/QxlVh**

Position 1
※ Application by October 31.

STEP1: Document screening

Interview/Selection Process

01	02	03	04	05
Personal Page Registration	Application Form Submission	Web Test	Online Interview* (multiple times)	Offer Notification

*The interview format may change depending on the situation. In case of course-based recruitment, the selection steps may differ.

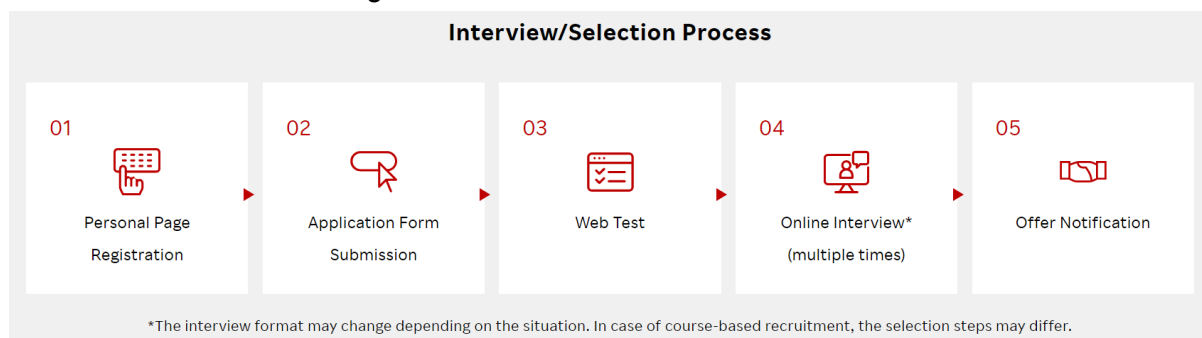STEP2: 1st interview (English or Japanese, Online) ***November 27**
STEP3: Final interview (English or Japanese, Online) ***November 28**
※The number of interviews may increase depending on the situation.

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Position 2, 3, 4

<mark>※ **Application by November 14.**</mark>

STEP1: Document screening①

Interview/Selection Process

01	02	03	04	05
Personal Page Registration	Application Form Submission	Web Test	Online Interview* (multiple times)	Offer Notification

*The interview format may change depending on the situation. In case of course-based recruitment, the selection steps may differ.

STEP2: Coding test (in November)
STEP3: Document Screening②
STEP4: 1st interview (English or Japanese, Online) *December 17
STEP5: Final interview (English or Japanese, Online) *December 18
※The number of interviews may increase depending on the situation.

📢Information Session

<mark>Date and Time: October 26th (Wed) 19:00-20:00 JST (日本樂天主講，欲應徵之求職者請務必撥冗參與。)</mark>

Place: Online (Zoom)
※You can join the information session after you have answered the questionnaire, which will be sent after your application to this page.

🌐Application requirements

English / Business

🖥️WORK STYLE

Flexible work styles for different situations

Flextime (R-Flex)

Flextime allows employees to decide when to start and finish their work days as long as the total number of hours worked satisfies the minimum monthly amount.
This system is geared toward improving productivity by allowing work hours to be efficiently allocated according to business needs.

Staggered Working Hours (R-Timeshift)

Employees who are not eligible for the flextime system are allowed to start work two hours before or finish work two hours after their regularly scheduled times regardless of the reason.

Work from Home (R-Satellite)

Working from home due to pregnancy, childcare, caregiving, injury, or illness is permitted.

COVID-19-Appropriate Work Style

We allow flextime and staggered working hours while ensuring the safety of our employees. Depending on the situation, remote work may be encouraged for all employees.

💴Benefits and Compensation

Position 1

JPY 5,000,000〜7,000,000 yen

Position 2,3
JPY 5,250,000〜7,000,000 yen

Position 4

JPY 5,500,000〜7,200,000 yen

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Support for balancing work with childcare/caregiving

The return to work rate after Rakuten employees take maternity and childcare leave is at 99% (as of 2020). To support employees in balancing work and childcare, we have set up an in-house daycare center and a nursing room, contracted babysitters specialized in caring for sick children, and often hold Open Family Days wherein employees invite their family to the office.

In addition, to support and better foster opportunities for women, we are helping to build a network among working parents by holding various seminars (seminars before maternity leave and before returning to work) and distributing newsletters for employees currently on childcare leave.

Support Systems for Childbirth, Childcare, and Caregiving

Marriage leave, outpatient leave during pregnancy, maternity leave, shared parental leave, childcare leave, childcare sick leave, reduced working hours for pregnancy/childcare/caregiving, staggered work hours, flextime, exemption from overtime/holidays/late-night work, working from home, maternity gift money, the childbirth and childcare lump-sum grant, in-house nursery, nursing room, babysitting service, contracting for housekeeping services, seminars for maternity leave, etc.

In-house Daycare Center (Rakuten Golden Kids)

Our in-house daycare center provides a unique and enriching program that incorporates English language education, science activities and outdoor play for young children.

Mother's Room (Nursing Room)

Cafeteria

In our offices equipped with a cafeteria, we provide three meals a day (breakfast, lunch, and dinner), free of charge. All the main menu options change daily and there are always different options to choose from. The menu's variety offers something for everyone, from those who want a hearty meal to those looking for healthier options. Vegetarian and halal dishes are also available.
*For smaller offices that do not have a cafeteria, catered meals and vouchers are available for meal subsidies.

## Stock Options and Employee Stock Ownership Plan

Rakuten has two stock-related programs: the Stock Option Program and the Employee Stock Ownership Plan. The Stock Option Program is a compensation program that grants employees the right to purchase 100 shares of Rakuten stock for 1 yen. The program is based on performance and evaluations and may be granted up to twice a year. The Employee Stock Ownership Plan is a system in which employees select the amount of money to be deducted from their salaries to accumulate Rakuten shares on a regular basis. It can be used as a medium to long-term asset saving plan.

Rakuten

Rakuten's Official Clubs (Club Activities)

Rakuten has about 50 different clubs, which employees can join and participate in freely, regardless of their position or employment status. The company partially subsidizes these activities to support and promote communication among employees.

Rakuten Crimson House Service Facilities

A full range of facilities are available in Rakuten Crimson House to encourage employee well-being and support their lifestyle. In addition to a day-care center and cafeteria, you can enjoy professional services such as a hair salon, nail salon, fitness gym, acupuncture & massages, and cleaning services are available at subsidized prices.
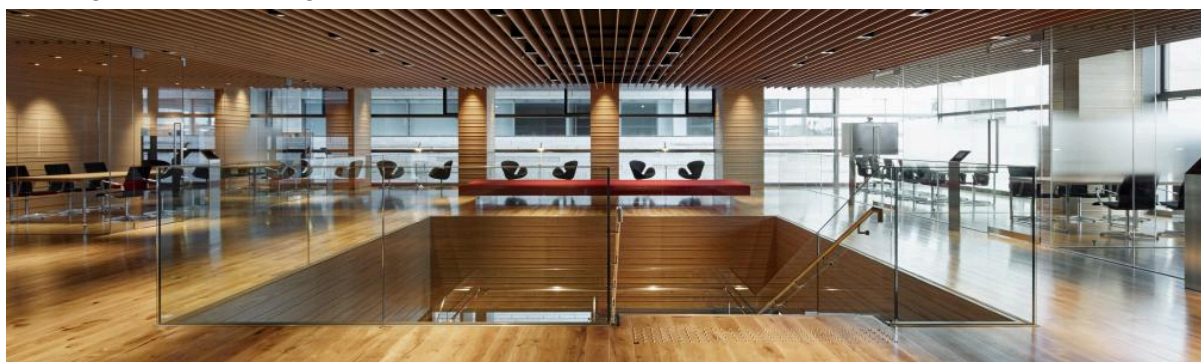
Employee Dormitory

The dormitory has a dining lounge where you can relax and enjoy your meals, a spacious kitchen and laundry machines that can be used by multiple people at a time, and a communication space with a projector and whiteboard that can be used to hold conferences. You will be able to spend your days studying with your colleagues while living together.
*There are certain conditions for admission to the dormitory.
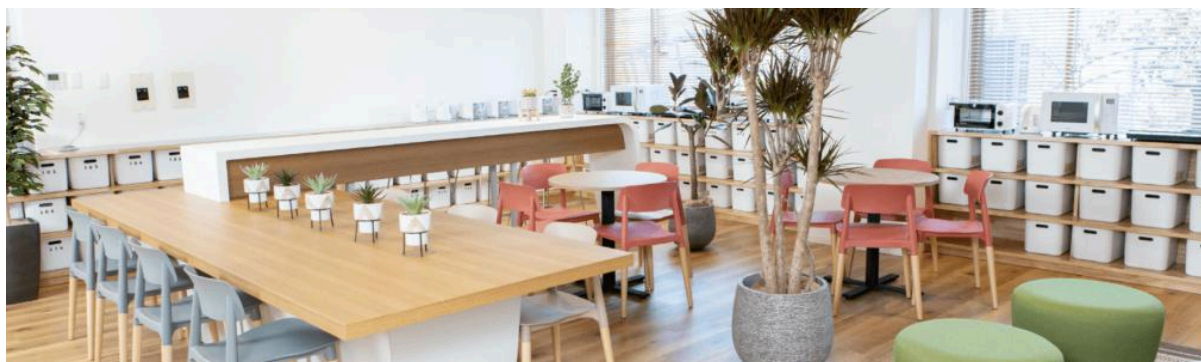
Other Benefits

We provide various types of social insurance (employee pension insurance, health insurance, worker's accident compensation insurance, unemployment insurance), annual paid leave, bereavement leave, commuting allowance, retirement benefit system, welfare

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services (Relo Club), health counseling services, relocation support (visa support, moving), employee discounts (moving, language classes, etc.), and more, all to ensure a safe and comfortable working environment for our employees.

FAQ ❓

Frequently asked questions prior to application
- Application Requirements

Post-application FAQs
- Personal Page Operations
- Application
- Web Test
- Job Interview
- TOEIC Test Scores
- Post-hire Process

Frequently Asked Questions
1. The interview slots are full and I can't make an appointment.
2. Please tell me about the different types of employment status.
3. Please tell me about employee benefits.

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Rakuten

📝フェアの説明

※Google formの応募後
ポジション 1. ご希望の職種ごとに応募（※本ページ応募後に各職種を確認・応募可能）。
ポジション 2.後日お送りするアンケートに回答。
ポジション 3.最新の英文をアップロードしていただく必要があります。
Connect Job マイページに履歴書をお送りください。
ポジション 1、2、3ができたら申し込み完了です。

楽天は機会均等の雇用主であり、性別、婚姻状況、民族的出自、性的指向、宗教的信条、年齢に関係なく応募を歓迎します。

🏢楽天グループについて

楽天は、日本の電子商取引およびオンライン小売企業です。国内最大級のECサイトである企業対多のECプラットフォーム「楽天市場」を中心に、フィンテックを活用した金融サービスのほか、メッセージングアプリViber、電子書籍などのデジタルコンテンツやコミュニケーションサービスを提供しています。ディストリビューターKobo、および日本で4番目のモバイルキャリア楽天モバイル。
私たちの使命は、グローバル イノベーション カンパニーを目指しながら、インターネットを通じて人々と社会をエンパワーメントすることです。

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➡️📱エンジニア職

ポジション1.

プロダクト マネージャー [コマース]
- コマース カンパニー テクノロジー統括部

ポジション2.

アプリケーション エンジニア [コミュニケーション & エネルギー]
- エンターテイメント サービス開発 (ESD) 部門

ポジション3.

アプリケーション エンジニア [テクノロジー プラットフォーム部門]
- メンバーシップ プラットフォーム部門 (MPD)
【業務内容】
-グループの技術的ビジョン、戦略、アーキテクチャを推進する
-アプリケーションエンジニアのチームを管理および休閒のリーダーを育成
-プロジェクトなどの優先順位を決定し、目標を成就するために、他のビジネスおよび技術チーム業務
-ビジネスの優先事項に沿った定期的なリリースめるなど、開発プロセスの改善を行う
- 開発効率, とののするに, オープンオープンソースおよびサードパーティののツールとプラットフォームプラットフォームののの選択選択
- 優先位、マイルストーン、ロードマップについて、部門の枠を超えてチームや利害関係者と順を行う
- レンドをチドドををチトドドををチドドるををチトドるををしいししいをレンドを受れれ活用する
【必須要件】
・初な開発組織（少なくとも10人、理想的には20人以上のメンバー）でのマネージャ経験
・本人の組織だけでなく關連する組織にも好影響を與え継続的に成長性を促すことができるスキル
・複數のイニシアチブと順位を並行して管理する能力
・顧客志向で產品志向の考え方持っている方
・システム開発系の會社で先端的なメンターシップ（コーチングなど）、および開発管理プロセスの経験
・自走でき、解題能力があり、結果志向の方
・關係、人際關係、關係、対人プレゼンテーションにおいでれたスキルを持ち、上司や協利のある他の能力ムームとの強力な力を構築するがある方
・ビジネスレベルの英語および、日本語の能力

- インセンティブ プラットフォーム部門(INPD)

ポジション4.

インフラエンジニア【技術プラットフォーム課】
- インフラサービス部 ネットワーク課
- クラウドサービス部 アプリケーションプラットフォーム課
- クラウドプラットフォーム実現部 ユーザーサポート課

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📋募集要項

ポジション1:

2023年10月楽天グループ入社可能な方 ・新卒限定・英語力

ポジション2,3,4:

・2023年内の任意の月に楽天グループに入社可能な方 ・新卒または実務経験3年以内 ・経験者プログラミング学位 ・英語力

▶選考プロセス

STEP 0：エントリーはこちらへ👉**https://jptip.cc/QxlVh**

ポジション 1
※ 10月31日までにお申し込みください。

Interview/Selection Process

01	02	03	04	05
Personal Page Registration	Application Form Submission	Web Test	Online Interview* (multiple times)	Offer Notification

*The interview format may change depending on the situation. In case of course-based recruitment, the selection steps may differ.
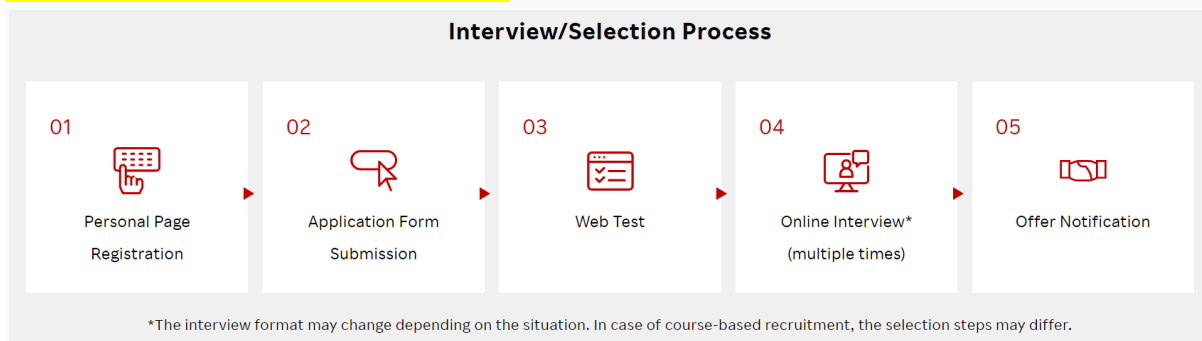
STEP1：書類選考
STEP2：一次面接（英語or日本語、オンライン）**※11月27日**
STEP3：最終面接（英語or日本語、オンライン）**※11月28日**
※状況により面接回数が増える場合があります。

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ポジション2、3、4：

Interview/Selection Process

01	02	03	04	05
Personal Page Registration	Application Form Submission	Web Test	Online Interview* (multiple times)	Offer Notification

*The interview format may change depending on the situation. In case of course-based recruitment, the selection steps may differ.
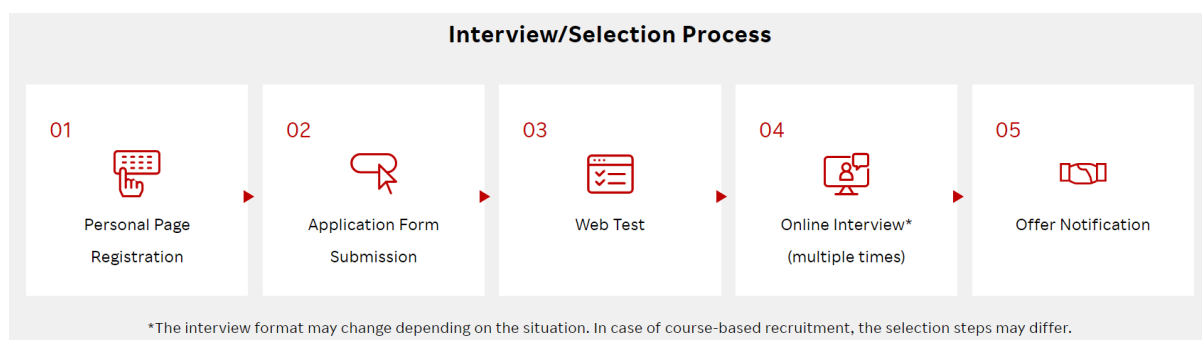
STEP1：書類審査①
STEP2：コーディングテスト（11月中）
STEP3：書類選考②
STEP4：一次面接（英語or日本語、オンライン）※**12月17日**
STEP5：最終面接（英語or日本語、オンライン）※**12月18日**
※面接回数は、状況により増減する場合があります状況。

📢オンライン説明会

日時：**10月26日（水）19:00〜20:00(日本時間) (**日本樂天主講，欲應徵之求職者請務必撥冗參與。**)**

場所：オンライン（**Zoom**）

🌐応募要項

英語/ビジネス

💻**WORKSTYLE** 柔軟なワークスタイル

フレックスタイム制度（**R-Flex**）

月の所定労働時間の範囲内で、従業員が日々の始業・終業時刻、労働時間を自ら決めることができます。
業務の繁閑に合わせて労働時間を効率的に配分することで、業務生産性の向上を目指します。

時差勤務制度（**R-Timeshift**）

定時前後2時間の時差勤務が可能です。

在宅勤務（**R-Satellite**）

妊娠・育児・介護・怪我など病気を理由とした在宅勤務が可能です。

新型コロナ禍でのワークスタイル

フレックスタイム制度、時差勤務制度を推奨し、従業員の安全を最優先しています。
感染状況に応じて、在宅勤務が推奨されることもあります。

💴給与と福利厚生

Position 1
JPY 5,000,000〜7,000,000 円
Position 2,3
JPY 5,250,000〜7,000,000 円

Position 4

JPY 5,500,000〜7,200,000 円

仕事と育児・介護の両立支援

楽天における産休・育休後の復職率は、99％です（2020年実績）。仕事と育児の両立支援としては、社内託児所やマザーズルーム（搾乳室）の設置、内閣府ベビーシッター割引券の導入、オープンファミリーデーの実施等の施策を行っています。

また、女性の活躍支援としては、ワーキングペアレンツネットワーク構築、各種セミナー（休職前セミナー、復職前セミナー）の実施、育児休業中の従業員向けニュースレター配信などを実施しています。

出産・育児・介護に関する制度・サポート

結婚休暇、妊娠中の通院休暇、産前産後休暇、配偶者出産休暇、育児休暇、子の看護休暇、妊娠／育児／介護期間中の短時間勤務制度、時差出勤制度、フレックス勤務制度、時間外や休日・深夜残業の免除、在宅勤務制度、出産祝い金、出産育児一時金、社内託児所、搾乳室、内

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閣府ベビーシッター割引券、家事代行サービスの法人契約、休職前／復職前セミナーの実施、
等

社内託児所（楽天ゴールデンキッズ）

幼児向けの英語教育や科学実験、屋外での遊びなどを取り入れたユニークで充実したプログラムを提供

マザーズルーム（搾乳室）

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食事補助

カフェテリアのあるオフィスでは、朝・昼・晩3食の食事を基本無料で提供しています。メインメニューはすべて日替わりで、その日の気分や好みに合わせて、選択することができます。しっかり食べたい人に向けたメニューから野菜中心メニュー、また、一部のカフェテリアではハラル、インドベジにも対応しています。様々なニーズに応えたバラエティ豊かなメニューが好評です。

※厨房の無い小規模オフィスでは、ケータリングによる食事提供やバウチャーによる昼食の食事補助などが受けられます。


ストックオプション・従業員持ち株会

楽天には、株に関する制度として「ストックオプションプログラム」や「従業員持株会」があります。「ストックオプションプログラム」は報酬プログラムの一つとして、楽天の株式100株を1円で購入できる権利を付与する制度です。業績や評価に基づいて最大年に2回権利が付与されることがあります。「従業員持株会」は社員が自身で設定した金額を給与から天引きし、定期的に楽天の株式を購入していく制度です。中長期的な資産形成につながります。

クラブ活動（Rakuten Official Club）

楽天には約50のクラブがあり、役職や雇用形態に関係なく自由に加入・活動することができます。会社から活動費の一部補助も行っており、従業員間のコミュニケーションを促進しています。

楽天クリムゾンハウスサービス施設

楽天クリムゾンハウス内には充実した福利厚生施設が揃っています。託児所、カフェテリアのほか、ヘアサロン、ネイルサロン、フィットネスジム、鍼灸＆マッサージ、クリーニングなど、プロによるサービスを優待価格で受けることができます。

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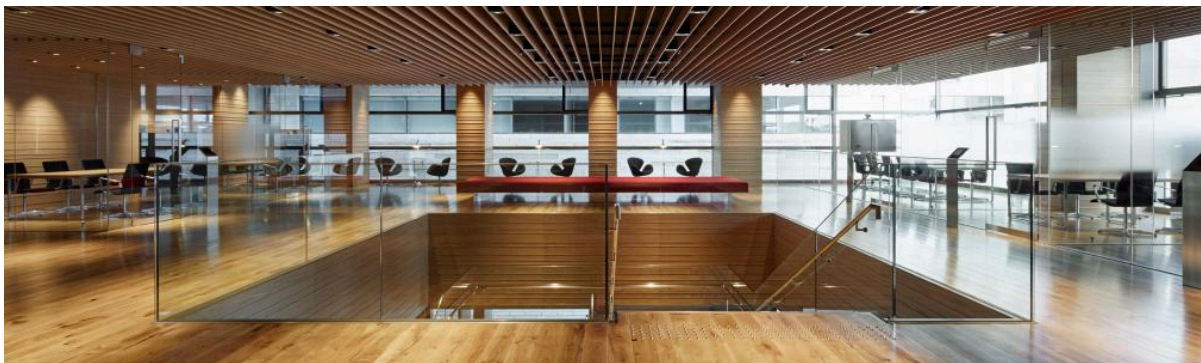
社員寮（**Residence, Mizonokuchi**）

食事や団欒をゆっくりと楽しめるダイニングラウンジ、複数人が同時に利用できる広々としたキッチンやランドリー、プロジェクターやホワイトボードも用意されたコミュニケーションスペースなど、快適に過ごせるよう配慮された共有スペースが揃っています。
※新卒入社者対象。その他、入寮には一定の条件があります。
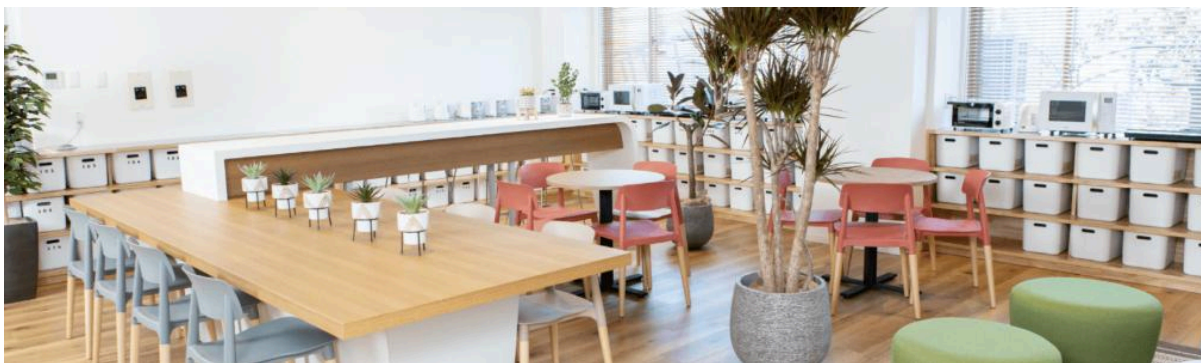
その他

福利厚生サービス（リロクラブ）、健康カウンセリングサービス、入社時のビザ取得・更新サポート、リロケーションサポート、従業員向け優待割引（引っ越し・語学学習等）等、安心して働ける環境を整備しています。

よくある質問❓

エントリー前に関するご質問
- 募集要項について
- インターンシップについて

エントリー後に関する質問
- Personal Page の操作について

- エントリーについて
- Web Test について
- 面接について
- TOEIC スコアについて
- 入社後について

お問い合わせが多い質問

1. 面接枠が満席で予約ができない。
2. 勤務時間について教えてください。
3. 福利厚生について教えてください。