



Fully open with full-time & part-time positions!

RF enables **individuals to develop their personal skills.**

("Tsubushi Ga Kiku" means it is so marketable that they can be manager candidates anywhere even in other companies.)

You will find your secret talents in our workplace, while earning your salary.

RF offers **various types of jobs and challenges.**

Even if "It does not fit me well," we will not complain.

Training trips and transfers are available at 28 locations (all sightseeing areas), with your choice from short, medium and long-term options.

RF raises salary yearly by 5% (including part-time members)

RF does not differentiate **part-time and full-time workers in term of the salary and the positions.**

<p>[Working place]</p> <p>*Recruitment is being carried out at places throughout our country</p>	<ul style="list-style-type: none"> ■ Manufacturing Facilities Asahikawa · Sapporo · Morioka · Ishinomaki · Tohoku (Sukagawa) · Omiya · Nagano · Matsumoto · Suwa · Niigata · Kanazawa · Nagoya · Kobe · Okayama · Ehime · Fukuoka · Kumamoto · Kagoshima New: Hiroshima ■ Store Tokyo · Yokohama · Osaka · Hiroshima ■ Central Research Laboratory Nagano (Mamejima) ■ Tobu Manufacturing Facility Nagano (Minami-Nagaike) <p>▶ Click to find out about office locations. ▶ Check our live cameras.</p>
<p>[Job types, work contents]</p>	<ul style="list-style-type: none"> ■ Manufacturing Facilities <ul style="list-style-type: none"> · Manufacturing and simple physical work: Including manufacturing, inspection, management, and packing and shipment of our products. · Maintenance, and Support ■ Central Research Laboratory <ul style="list-style-type: none"> · Manufacturing and simple physical work: Including manufacturing, inspection, management, and packing and shipment of our products. · Research and development: Design, electrical and electronic circuit, machinery development, various kinds of software development, and research assistance · Machining: Lathe, cutting machining, coating, construction of various kinds of equipment and project establishment ■ Tobu Manufacturing Facility <ul style="list-style-type: none"> · Business, business affairs: Product introduction, maintenance assistance, consulting and other telephone support service *Computer lovers are welcomed · General affairs: Computer data input, data production, and response to telephone · Advertisement design: Making of advertisement, product catalogue, poster and so on · Overseas personnel: Overseas business, procurement, translation and so on ■ Stores <ul style="list-style-type: none"> · Business and business affairs: Product introduction, maintenance assistance, consulting and other telephone support service *Computer lovers are welcomed · General affairs: Computer data input, data production, and response to telephone *Those who have work experience as dental hygienists are welcomed.

<p>【Working Time】</p>	<ul style="list-style-type: none"> ■ Manufacturing Facilities 8 : 30~17 : 30 / 9 : 00~18 : 00 / 9 : 45~18 : 45 You may choose any of the working time listed above. (Actual working hours: 8 hours with an hour off. Plus, additional working time.) *Part-time positions works about 6 to 7 hours between 8:30 to 18:45 (with an hour off). Weekend off (Saturday and Sunday), and National Holidays *Other days off: Summer and winter holidays, paid holiday, special holiday, and dates designated by the company. *At Manufacturing Facilities affiliated to the store, the days off shall be subject to the one of the stores. ■ Stores 10:00~19:00 *Part-time positions work about 4 hours between 10:00 to 19:00 (Welcome if you can work more than 4 hours). With the shifting system. *Annual days off shall be subject to the annual holidays of the Central Research Laboratory and Manufacturing Facilities. <p>Welcome a person who can work without worrying about the range of support (we can adjust the time frame with consultations).</p>
<p>【Salary】</p>	<p>We will evaluate your straight efforts, not by age or gender (including part-time positions).</p> <ul style="list-style-type: none"> ■ Regular employee(Including officer): *Annual income includes bonus pay and all allowances. <ul style="list-style-type: none"> · Woman aged 23, Sales administration function Annual income: 4,540,000 JPY / Monthly income: 320,000 JPY · Woman aged 27, Corporate officer Annual income: 6,560,000 JPY / Monthly income: 450,000 JPY · Man aged 29, Manufacturing engineer Annual income: 5,120,000 JPY / Monthly income: 360,000 JPY · Man aged 30, R&D engineer Annual income: 7,280,000 JPY / Monthly income: 510,000 JPY *During training position: 1,060 JPY per hour ■ Part-time positions <ul style="list-style-type: none"> · Woman aged 30s, Hourly income: 1,270 JPY / Annual income: 3,340,000 JPY / Bonus: 600,000 JPY (Paid twice a year) · Woman aged 40s, Hourly income: 1,230 JPY / Annual income: 3,880,000 JPY / Bonus: 400,000 JPY (Paid twice a year)
<p>【Treatments / Benefits】</p>	<p>Commuting allowances, childcare allowances, housing supports (for those who move houses, staff dormitory may be provided), job allowances, overtime allowance (100% paid), bonus paid twice a year, raise in salary will be provided once a year (including part-time positions), social insurance, commuting allowances to hometown (for those who work in different locations), business trip allowances, appointment allowances, president bonus (all members can attend, including new members, for R&D idea, etc.), maternity and childbirth vacations, childcare vacations, nursing care leaves, company trips, year-end and new year parties, social gatherings (company affords all), regular health checks, and 10-yen & 50-yen bending machines (all breads and snacks are offered at 10-yen, and drinks are all 50-yen). Contract positions and part-time position members may be employed as the regular employees, or may be officially employed after completing our trial or starting period. When an employee works over 30 hours per week, the company covers social insurance. *Job contents, days off, treatment and benefits for contract position and part-time positions will be subject to those for regular employees.</p>
<p>【Application procedures】</p>	<p>*Application and daily works are based on Japanese language, and undrestanding of Japanese culture is very important. So, refer to the details and requirements again in Japanese site.</p>