

Recruitment of New Talent to Strengthen Global Railway Business

- East Japan Railway Company (JR East) has launched recruitment for the 'Global Railway Project Engineer' position, aimed at hiring individuals with strong capabilities and expertise to lead and develop global railway business. The first cohort joined the company on October 1, 2025.
- Global Railway Project Engineers are expected to become central figures in the operation of global railway projects and lead new business development in the future.
- By recruiting talented individuals—particularly foreign nationals, including graduates of overseas universities and international students—who are expected to thrive in global railway business, JR East aims to grow its operations while promoting globalization and diversity within the JR East Group.



1. Overview of the Global Railway Project Engineer Position

The Global Railway Project Engineer position has been newly established alongside existing roles such as General, Regional General, and Job-based positions. It is intended for specialized talent expected to contribute to global railway business. Eligible candidates include individuals—primarily foreign nationals—with technical backgrounds such as engineering, who have graduated from universities or graduate schools in Japan or abroad.

2. Post-Employment Development Program

- A development period of approximately five years is planned to help employees acquire foundational skills as railway engineers and specialized knowledge required for global railway business. During this time, they will gain experience in frontline workplaces and at headquarters.
- Initial training in Japanese language and culture will be provided as needed for job duties.

- After approximately five years of employment, employees are expected to engage in global railway projects and operations in their home countries or surrounding regions to promote and develop railway business abroad.

(Reference) Other Various Initiatives Regarding Foreign Talent

- JR East began hiring foreign nationals in FY2012. As of October 1, 2025, 118 employees from 18 countries and regions are working.
- Since FY2019, JR East has been accepting technical intern trainees with the aim of contributing internationally through human resource development that supports the economic and railway development of their home countries. To date, a total of 38 trainees have been accepted from Vietnam, Thailand, and Indonesia.
- Starting in FY2024, JR East will begin training personnel with Specified Skilled Worker status to engage in maintenance operations, aiming to realize sustainable operations not only within the JR East Group but across the entire railway industry. In FY2025, the company plans to train approximately 100 individuals.

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