

## **Outline of Job Category and Key Performance Indicator**

### ***(2) Sales***

# Outline of Job Category

## Sales

# Outline of Sales

Job Category	Sales		
Specialty Field	Consulting Sales by Visiting Customers	Product Sales by Visiting Customers	Sales via Media
Level 7			
Level 6			
Level 5			
Level 4			
Level 3			
Level 2			
Level 1			

## Description of Job Category

Concludes a contract by checking customer management policy, providing proposals for problem solving in order to realize the policy and supports for business process improvement, and by implementing proposals for solutions, products, and services. Enhances customer satisfactions, by establishing good relations with customers

In IT investment phases, formulation of management strategies (Formulation of goal and vision, business strategies formulation) and strategic information planning (Clarification of problems, analysis of business and IT analysis) are the main activity areas.

Performs the following:

- Formulation of management strategies
  - Confirmation of customer's goals and visions
  - Confirmation of customer's business strategy
- Strategic information planning
  - Organization of customer's business issues and proposals for solutions

This job category is classified into the following specialty fields.

### ●Consulting Sales by Visiting Customers

Performs continuous sales activity by implementing development, maintenance and improvement of relationship with specific customers.

### ●Product Sales by Visiting Customers

Performs wide-ranging sales activity for customers, by specializing in specific products, services, or solutions.

### ●Sales via Media

Performs sales activity focused on products, by approaching general users via all types of media.

# Key Performance Indicator Sales

# Key Performance Indicator: Sales

Specialty Fields	Consulting Sales by Visiting Customers	Level 7
<p><b>[Business Contribution]</b></p> <p>●<b>Responsibilities</b></p> <p>Leads sales team through whole of sales activities, as a person responsible for sales of the whole specific industry, 3 or more specific sub-industries or equivalent market segments. Has experience and performance of discovering new projects, making proposals, and concluding successful contracts for projects with expected quality requirement, cost and delivery three times or more (At least one project must meet the complexity and size of Level 7 and others can be of the Level 6 or above).</p> <p>●<b>Complexity</b></p> <p>Has experience and performance of achieving success in sales activities with three or more of following complexity criteria ("Global advanced project" is required.).</p> <div> <input type="checkbox"/>Customer's specific high-difficulty and complicated requirements           <input type="checkbox"/>Complicated and exceptional contract conditions         </div> <div> <input type="checkbox"/>Cross-industries or for company group           <input type="checkbox"/>Advanced strategic business area, products, service or IT solution           <input type="checkbox"/>Sales team consists of multiple companies         </div> <div> <input type="checkbox"/>Extremely fierce competition           <input type="checkbox"/>Complicated project structure           <input type="checkbox"/>Be a new reference         </div> <input type="checkbox"/> Global advanced project <p>●<b>Size</b></p> <p>Has experience and performance of proposing and achieving successful projects with either one of the following size.</p> <div> <input type="checkbox"/>Project with 500 persons or more during peak periods, or an annual contract value of 1 billion yen or more.         </div> <div> <input type="checkbox"/>Project with 50 or more but less than 500 persons during peak periods, or an annual contract value of 500 million or more but less than 1 billion yen, and with five or more of above complexity criteria         </div> <p><b>[Professional Contribution]</b></p> <p>-Has the high specialty in either one of the following sales areas sufficient to guide others and leads the industry.</p> <div> <input type="checkbox"/>Market creation and customer cultivation           <input type="checkbox"/>Strategy planning to increase the competitiveness           <input type="checkbox"/>Customer relationships           <input type="checkbox"/>Improvement of customer satisfaction         </div> <div> <input type="checkbox"/>Formation of sales team           <input type="checkbox"/>Proposal of IT solutions           <input type="checkbox"/>Understanding of business opportunity           <input type="checkbox"/>Market satisfaction control         </div> <p>-Has performance in five or more items of following sales expertise succession.</p> <div> <input type="checkbox"/>Activities in professional community such as academic society and committee           <input type="checkbox"/>Publication of a book           <input type="checkbox"/>Publication of a paper outside the company         </div> <div> <input type="checkbox"/>Publication of a paper within the company           <input type="checkbox"/>Instructor outside the company           <input type="checkbox"/>Instructor within the company           <input type="checkbox"/>Filing of a patent application         </div> <p>-Develops subordinates (by mentoring, coaching, and etc.)</p>		

# Key Performance Indicator: Sales

Specialty Field	Consulting Sales by Visiting Customers	Level 6
<p><b>[Business Contribution]</b></p> <p>●<b>Responsibilities</b></p> <p>Leads sales team through the whole sales activities, as a person responsible for sales in one company or more with 5000 employees or more, whole specific sub-industries or equal market segment. Has experience and performance of discovering new projects, making proposals, and concluding successful contracts for projects with expected quality requirement, cost and delivery three times or more (At least one project must meet the complexity and size of Level 6 and others can be of the Level 5 or above).</p> <p>●<b>Complexity</b></p> <p>Has experience and performance of achieving success in sales activities with two or more of following complexity criteria.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Customer's specific high-difficulty and complicated requirements</li> <li><input type="checkbox"/> Cross-industries or for company group</li> <li><input type="checkbox"/> Extremely fierce competition</li> <li><input type="checkbox"/> Advanced strategic business area, products, service or IT solution</li> <li><input type="checkbox"/> Complicated project structure</li> <li><input type="checkbox"/> Complicated and exceptional contract conditions</li> <li><input type="checkbox"/> Sales team consists of multiple companies</li> <li><input type="checkbox"/> Be a new reference</li> </ul> <p>●<b>Size</b></p> <p>Has experience and performance of proposing and achieving successful projects with either one of the following size.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Project with 50 or more but less than 500 persons during peak periods, or an annual contract value of 500 million or more but less than 1 billion yen.</li> <li><input type="checkbox"/> Project with 10 or more but less than 50 persons during peak periods, or an annual contract value with 100 million or more but less than 500 million yen, and with four or more of above complexity criteria.</li> </ul> <p><b>[Professional Contribution]</b></p> <p>-Has the high specialty in either one of the following sales areas sufficient to guide others and contributes to the industry.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Market creation and customer cultivation</li> <li><input type="checkbox"/> Strategy planning to increase the competitiveness</li> <li><input type="checkbox"/> Customer relationships</li> <li><input type="checkbox"/> Improvement of customer satisfaction</li> <li><input type="checkbox"/> Formation of sales team</li> <li><input type="checkbox"/> Proposal of IT solutions</li> <li><input type="checkbox"/> Understanding of business opportunity</li> <li><input type="checkbox"/> Market satisfaction control</li> </ul> <p>-Has performance in four items or more of following sales expertise succession.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Activities in professional community such as academic society and committee</li> <li><input type="checkbox"/> Publication of a book</li> <li><input type="checkbox"/> Publication of a paper outside the company</li> <li><input type="checkbox"/> Publication of a paper within the company</li> <li><input type="checkbox"/> Instructor outside the company</li> <li><input type="checkbox"/> Instructor within the company</li> <li><input type="checkbox"/> Filing of a patent application</li> </ul> <p>-Develops subordinates (by mentoring, coaching, and etc.)</p>		

# Key Performance Indicator: Sales

Specialty Field	Consulting Sales by Visiting Customers	Level 5
<p><b>[Business Contribution]</b></p> <p>●<b>Responsibilities</b></p> <p>Leads sales team through the whole sales activities, as a person responsible for sales in three companies or more with 3000 employees or more, 5 or more companies, departments, and establishments with 1000 or more but less than 3000 employees, or equivalent market segment. Has experience and performance in discovering new projects, making proposals, and concluding successful contracts for projects with expected quality requirement, cost and delivery three times or more (At least one project must meet the complexity and size of Level 5. Others can be of the Level 4 or above).</p> <p>●<b>Complexity</b></p> <p>Has experience and performance of achieving success in sales activities with two or more of following complexity criteria.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/>Customer's specific high-difficulty and complicated requirements</li> <li><input type="checkbox"/>Complicated and exceptional contract conditions</li> <li><input type="checkbox"/>Cross-industries or for company group</li> <li><input type="checkbox"/>Advanced strategic business area, products, service or IT solution</li> <li><input type="checkbox"/>Sales team consists of multiple companies</li> <li><input type="checkbox"/>Extremely fierce competition</li> <li><input type="checkbox"/>Complicated project structure</li> <li><input type="checkbox"/>Be a new reference</li> </ul> <p>●<b>Size</b></p> <p>Has experience and performance of proposing and achieving successful projects with either one of the following size.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/>Project with 10 or more but less than 50 persons during peak periods, or an annual contract value of 100 million or more but less than 500 million yen.</li> <li><input type="checkbox"/>Project with less than 10 persons during peak periods, or an annual contract value with less than 100 million yen, and with four or more of above complexity criteria</li> </ul> <p><b>[Professional Contribution]</b></p> <p>-Has the high specialty in either one of the following sales areas sufficient to guide others and contributes to the company.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/>Market creation and customer cultivation</li> <li><input type="checkbox"/>Strategy planning to increase the competitiveness</li> <li><input type="checkbox"/>Customer relationships</li> <li><input type="checkbox"/>Improvement of customer satisfaction</li> <li><input type="checkbox"/>Formation of sales team</li> <li><input type="checkbox"/>Proposal of IT solutions</li> <li><input type="checkbox"/>Understanding of business opportunity</li> <li><input type="checkbox"/>Market satisfaction control</li> </ul> <p>-Has performance in three items or more of following sales expertise succession.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/>Activities in professional community such as academic society and committee</li> <li><input type="checkbox"/>Publication of a book</li> <li><input type="checkbox"/>Publication of a paper outside the company</li> <li><input type="checkbox"/>Publication of a paper within the company</li> <li><input type="checkbox"/>Instructor outside the company</li> <li><input type="checkbox"/>Instructor within the company</li> <li><input type="checkbox"/>Filing of a patent application</li> </ul> <p>-Develops subordinates (by mentoring, coaching, and etc.)</p>		

# Key Performance Indicator: Sales

Specialty Field	Consulting Sales by Visiting Customers	Level 4
<p><b>[Business Contribution]</b></p> <p>●<b>Responsibilities</b></p> <p>Leads sales team through the whole sales activities, as a person responsible for sales in one or more companies, departments, and establishments with 1000 or more but less than 3000 employees, or equivalent market segment. Has experience and performance in discovering new projects, making proposals, and concluding successful contracts for projects with expected quality requirement, cost and delivery two times or more (At least one project must meet the complexity and size of Level 4. Others can be of the Level 3 or above).</p> <p>●<b>Complexity</b></p> <p>Has experience and performance of achieving success in sales activities with two or more of following complexity criteria.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/>Customer's specific high-difficulty and complicated requirements</li> <li><input type="checkbox"/>Complicated and exceptional contract conditions</li> <li><input type="checkbox"/>Cross-industries or for company group</li> <li><input type="checkbox"/>Advanced strategic business area, products, service or IT solution</li> <li><input type="checkbox"/>Sales team consists of multiple companies</li> <li><input type="checkbox"/>Extremely fierce competition</li> <li><input type="checkbox"/>Complicated project structure</li> <li><input type="checkbox"/>Be a new reference</li> </ul> <p>●<b>Size</b></p> <p>Has experience and performance of proposing and achieving successful projects with the following size.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/>Project with less than 10 persons during peak periods, or an annual contract value of less than 100 million yen.</li> </ul> <p><b>[Professional Contribution]</b></p> <p>-Has the high specialty in either one of the following sales areas sufficient to guide subordinates.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/>Market creation and customer cultivation</li> <li><input type="checkbox"/>Strategy planning to increase the competitiveness</li> <li><input type="checkbox"/>Customer relationships</li> <li><input type="checkbox"/>Improvement of customer satisfaction</li> <li><input type="checkbox"/>Formation of sales team</li> <li><input type="checkbox"/>Proposal of IT solutions</li> <li><input type="checkbox"/>Understanding of business opportunity</li> <li><input type="checkbox"/>Market satisfaction control</li> </ul> <p>-Has performance in one or more items of following sales expertise succession.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/>Activities in professional community such as academic society and committee</li> <li><input type="checkbox"/>Publication of a book</li> <li><input type="checkbox"/>Publication of a paper outside the company</li> <li><input type="checkbox"/>Publication of a paper within the company</li> <li><input type="checkbox"/>Instructor outside the company</li> <li><input type="checkbox"/>Instructor within the company</li> <li><input type="checkbox"/>Filing of a patent application</li> </ul> <p>-Develops subordinates (by mentoring, coaching and etc.)</p>		



# Key Performance Indicator: Sales

Specialty Field	Consulting Sales by Visiting Customers	Level 3
<p><b>[Business Contribution]</b></p> <p>●<b>Responsibilities</b></p> <p>Leads sales team through the whole sales activities, as a person responsible for sales in one or more companies, departments, and establishments with 300 or more but less than 1000 employees, or equivalent market segment. Has experience and performance of discovering new projects, making proposals, and concluding successful contracts for projects with expected quality requirement, cost and delivery two times or more (Projects must meet the complexity and size of Level 3).</p> <p>●<b>Complexity</b></p> <p>Has experience and performance of achieving success in sales activities with two or more of the following complexity criteria.</p> <ul style="list-style-type: none"> <li>□Customer's specific high-difficulty and complicated requirements</li> <li>□Cross-industries or for company group</li> <li>□Extremely fierce competition</li> <li>□Advanced strategic business area, products, service or IT solution</li> <li>□Complicated project structure</li> <li>□Complicated and exceptional contract conditions</li> <li>□Sales team consists of multiple companies</li> <li>□Be a new reference</li> </ul> <p>●<b>Size</b></p> <p>Has experience and performance of proposing and achieving successful projects with the following size.</p> <ul style="list-style-type: none"> <li>□Project with less than 10 persons during peak periods, or an annual contract value of less than 100 million yen.</li> </ul> <p><b>[Professional Contribution]</b></p> <p>-Has specialty in either one of the following sales areas to perform assigned task by him/her-self.</p> <ul style="list-style-type: none"> <li>□Market creation and customer cultivation</li> <li>□Strategy planning to increase the competitiveness</li> <li>□Customer relationships</li> <li>□Improvement of customer satisfaction</li> <li>□Formation of sales team</li> <li>□Proposal of IT solutions</li> <li>□Understanding of business opportunity</li> <li>□Market satisfaction control</li> </ul> <p>〈<b>Remarks</b>〉</p> <p>-By passing Applied ITEE (Information Technology Engineer Examination), individuals are regarded as attaining the minimum capability required in ITSS level 3.</p>		

# Key Performance Indicator: Sales

Specialty Field	Product Sales by Visiting Customers	Level 6
<p><b>[Business Contribution]</b></p> <p>●<b>Responsibilities</b></p> <p>Leads sales of assigned products, services and solutions through the whole sales activities, as a person responsible for sales in whole specific industry, three or more specific sub-industries or equivalent market segment. Has experience and performance of discovering new projects, making proposals, and concluding successful contracts for projects with expected quality requirement, cost and delivery three times or more (at least one project must meet the complexity and size of Level 6, others can be of the Level 5 or above)</p> <p>●<b>Complexity</b></p> <p>Has experience and performance of achieving success in sales activities with two or more of following complexity criteria.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/>Customer's specific high-difficulty and complicated requirements</li> <li><input type="checkbox"/>Cross-industries or for company group</li> <li><input type="checkbox"/>Extremely fierce competition</li> <li><input type="checkbox"/>Advanced strategic business area, products, service or IT solution</li> <li><input type="checkbox"/>Complicated project structure</li> <li><input type="checkbox"/>Complicated and exceptional contract conditions</li> <li><input type="checkbox"/>Sales team consists of multiple companies</li> <li><input type="checkbox"/>To be a new reference</li> </ul> <p>●<b>Size</b></p> <p>Has experience and performance of proposing and concluding successful contracts for projects with either one of the following size.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/>Project with 50 or more but less than 500 persons during peak periods, or an annual contract value of 500 million or more but less than 1 billion yen.</li> <li><input type="checkbox"/>Project with 10 or more but less than 50 persons during peak periods, or an annual contract value with 100 million or more but less than 500 million yen, and with four or more of above complexity criteria.</li> </ul> <p><b>[Professional Contribution]</b></p> <p>-Has the high specialty in either one of the following sales areas sufficient to guide others and contribute to the industry.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/>Market creation and customer cultivation</li> <li><input type="checkbox"/>Strategy planning to increase the competitiveness</li> <li><input type="checkbox"/>Customer relationships</li> <li><input type="checkbox"/>Improvement of customer satisfaction</li> <li><input type="checkbox"/>Formation of sales team</li> <li><input type="checkbox"/>Proposal of IT solutions</li> <li><input type="checkbox"/>Understanding of business opportunity</li> <li><input type="checkbox"/>Market satisfaction control</li> </ul> <p>-Has performance in four items or more of following sales expertise succession.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/>Activities in professional community such as academic society and committee</li> <li><input type="checkbox"/>Publication of a book</li> <li><input type="checkbox"/>Publication of a paper outside the company</li> <li><input type="checkbox"/>Publication of a paper within the company</li> <li><input type="checkbox"/>Instructor outside the company</li> <li><input type="checkbox"/>Instructor within the company</li> <li><input type="checkbox"/>Filing of a patent application</li> </ul> <p>-Develops subordinates (by mentoring, coaching, and etc.)</p>		

# Key Performance Indicator: Sales

Specialty Field	Product Sales by Visiting Customers	Level 5
<p><b>[Business Contribution]</b></p> <p>●<b>Responsibilities</b></p> <p>Leads sales of assigned products, services and solutions through the whole sales activities, as a person responsible for sales in one or more companies with 5000 employees or more, or equivalent market segment. Has experience and performance of discovering new projects, making proposals, and concluding successful contracts for projects with expected quality requirement, cost and delivery three times or more (At least one project must meet the complexity and size of Level 5 and others can be of the Level 4 or above).</p> <p>●<b>Complexity</b></p> <p>Has experience and performance of achieving success in sales activities with two or more of following complexity criteria.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/>Customer's specific high-difficulty and complicated requirements</li> <li><input type="checkbox"/>Cross-industries or for company group</li> <li><input type="checkbox"/>Extremely fierce competition</li> <li><input type="checkbox"/>Advanced strategic business area, products, service or IT solution</li> <li><input type="checkbox"/>Complicated project structure</li> <li><input type="checkbox"/>Complicated and exceptional contract conditions</li> <li><input type="checkbox"/>Sales team consists of multiple companies</li> <li><input type="checkbox"/>To be a new reference</li> </ul> <p>●<b>Size</b></p> <p>Has experience and performance of proposing and concluding successful contracts for projects with either one of the following size.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/>Project with 10 or more but less than 50 persons during peak periods, or an annual contract value of 100 million or more but less than 500 million yen.</li> <li><input type="checkbox"/>Project with less than 10 persons during peak periods, or an annual contract value of 100 million yen, and with four or more of above complexity criteria.</li> </ul> <p><b>[Professional Contribution]</b></p> <p>-Has the high specialty sufficient in either one of the following sales areas enough to guide others and contributes to the company.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/>Market creation and customer cultivation</li> <li><input type="checkbox"/>Strategy planning to increase the competitiveness</li> <li><input type="checkbox"/>Customer relationships</li> <li><input type="checkbox"/>Improvement of customer satisfaction</li> <li><input type="checkbox"/>Formation of sales team</li> <li><input type="checkbox"/>Proposal of IT solutions</li> <li><input type="checkbox"/>Understanding of business opportunity</li> <li><input type="checkbox"/>Market satisfaction control</li> </ul> <p>-Has performance in three items or more of following sales expertise succession.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/>Activities in professional community such as academic society and committee</li> <li><input type="checkbox"/>Publication of a book</li> <li><input type="checkbox"/>Publication of a paper outside the company</li> <li><input type="checkbox"/>Publication of a paper within the company</li> <li><input type="checkbox"/>Instructor outside the company</li> <li><input type="checkbox"/>Instructor within the company</li> <li><input type="checkbox"/>Filing of a patent application</li> </ul> <p>-Develops subordinates (by mentoring, coaching, and etc.)</p>		

# Key Performance Indicator: Sales

Specialty Field	Product Sales by Visiting Customers	Level 4
<p><b>[Business Contribution]</b></p> <p>● <b>Responsibilities</b></p> <p>Leads sales of assigned products, services and solutions through the whole sales activities, as a person responsible for sales in three companies or more with 3000 employees or more, five or more companies, departments, and establishments with 1000 or more but less than 3000 employees, or equivalent market segment. Has experience and performance in discovering new projects, making proposals, and concluding successful contracts for projects with expected quality requirement, cost and delivery two times or more (At least one project must meet the complexity and size of Level 4. Others can be of the Level 3 or above).</p> <p>● <b>Complexity</b></p> <p>Has experience and performance of achieving success in sales activities with two or more items of the following complexity criteria.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Customer's specific high-difficulty and complicated requirements</li> <li><input type="checkbox"/> Cross-industries or for company group</li> <li><input type="checkbox"/> Extremely fierce competition</li> <li><input type="checkbox"/> Advanced strategic business area, products, service or IT solution</li> <li><input type="checkbox"/> Complicated project structure</li> <li><input type="checkbox"/> Complicated and exceptional contract conditions</li> <li><input type="checkbox"/> Sales team consists of multiple companies</li> <li><input type="checkbox"/> Be a new reference</li> </ul> <p>● <b>Size</b></p> <p>Has experience and performance of proposing and achieving successful projects with the following size.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Project with less than 10 persons during peak periods, or an annual contract value of less than 100 million yen.</li> </ul> <p><b>[Professional Contribution]</b></p> <p>-Has the high specialty in either one of the following sales areas sufficient to guide subordinates and contributes to the company.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Market creation and customer cultivation</li> <li><input type="checkbox"/> Strategy planning to increase the competitiveness</li> <li><input type="checkbox"/> Customer relationships</li> <li><input type="checkbox"/> Improvement of customer satisfaction</li> <li><input type="checkbox"/> Formation of sales team</li> <li><input type="checkbox"/> Proposal of IT solutions</li> <li><input type="checkbox"/> Understanding of business opportunity</li> <li><input type="checkbox"/> Market satisfaction control</li> </ul> <p>-Has performance in one or more items of following sales expertise succession.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Activities in professional community such as academic society and committee</li> <li><input type="checkbox"/> Publication of a book</li> <li><input type="checkbox"/> Publication of a paper outside the company</li> <li><input type="checkbox"/> Publication of a paper within the company</li> <li><input type="checkbox"/> Instructor outside the company</li> <li><input type="checkbox"/> Instructor within the company</li> <li><input type="checkbox"/> Filing of a patent application</li> </ul> <p>-Develops subordinates (by mentoring, coaching and etc.)</p>		

# Key Performance Indicator: Sales

Specialty Field	Product Sales by Visiting Customers	Level 3
<p><b>[Business Contribution]</b></p> <p>●<b>Responsibilities</b></p> <p>Leads sales of assigned products, services and solutions through the whole sales activities, as a person responsible for sales in one or more companies, departments, and establishments with 1000 or more but less than 3000 employees, or equal market segment. Has experience and performance of discovering new projects, making proposals, and concluding successful contracts for projects with expected quality requirement, cost and delivery two times or more (Projects must meet the complexity and size of Level 3).</p> <p>●<b>Complexity</b></p> <p>Has experience and performance of achieving success in sales activities with two or more of following complexity criteria.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/>Customer's specific high-difficulty and complicated requirements</li> <li><input type="checkbox"/>Complicated and exceptional contract conditions</li> <li><input type="checkbox"/>Cross-industries or for company group</li> <li><input type="checkbox"/>Advanced strategic business area, products, service or IT solution</li> <li><input type="checkbox"/>Sales team consists of multiple companies</li> <li><input type="checkbox"/>Extremely fierce competition</li> <li><input type="checkbox"/>Complicated project structure</li> <li><input type="checkbox"/>Be a new reference</li> </ul> <p>●<b>Size</b></p> <p>Has experience and performance of proposing and achieving successful projects with the following size.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/>Project with less than 10 persons during peak periods, or an annual contract value of less than 100 million yen.</li> </ul> <p><b>[Professional Contribution]</b></p> <p>-Has specialty in either one of the following sales areas to perform assigned task by him/her-self.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/>Market creation and customer cultivation</li> <li><input type="checkbox"/>Strategy planning to increase the competitiveness</li> <li><input type="checkbox"/>Customer relationships</li> <li><input type="checkbox"/>Improvement of customer satisfaction</li> <li><input type="checkbox"/>Formation of sales team</li> <li><input type="checkbox"/>Proposal of IT solutions</li> <li><input type="checkbox"/>Understanding of business opportunity</li> <li><input type="checkbox"/>Market satisfaction control</li> </ul> <p>〈<b>Remarks</b>〉</p> <p>By passing Applied ITEE (Information Technology Engineer Examination), individuals are regarded as attaining the minimum capability required in ITSS level.</p>		

# Key Performance Indicator: Sales

Specialty Field	Sales via Media	Level 5
<p><b>[Business Contribution]</b></p> <p>●<b>Responsibilities</b></p> <p>Has responsibility for strategy of whole sales via media, as a person responsible for sales in whole specific industry or whole specific product groups and service groups, or equivalent market segment. Has experience and performance of discovering new projects, making proposals, and concluding successful contracts for projects with expected quality requirement, cost and delivery three times or more (At least one project must meet the complexity and size of Level 5 and others can be of the Level 4 or above)</p> <p>●<b>Complexity</b></p> <p>Has experience and performance of achieving success in sales activities with two or more of following complexity criteria.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/>Customer's specific high-difficulty and complicated requirements</li> <li><input type="checkbox"/>Complicated and exceptional contract conditions</li> <li><input type="checkbox"/>Cross-industries or for company group</li> <li><input type="checkbox"/>Advanced strategic business area, products, service or IT solution</li> <li><input type="checkbox"/>To be a new reference</li> <li><input type="checkbox"/>Extremely fierce competition</li> <li><input type="checkbox"/>Includes multiple IT solution and service components</li> </ul> <p>●<b>Size</b></p> <p>Has experience and performance of proposing and achieving successful projects with either one of the following size.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/>Project with 10 or more but less than 50 persons during peak periods, or an annual contract value of 100 million or more but less than 500 million yen.</li> <li><input type="checkbox"/>Project with less than 10 persons during peak periods, or an annual contract value with less than 100 million, and with four or more of above complexity criteria.</li> </ul> <p><b>[Professional Contribution]</b></p> <ul style="list-style-type: none"> <li>-Has the high specialty in either one of the following sales areas sufficient to guide others and contributes to the company. <ul style="list-style-type: none"> <li><input type="checkbox"/>Market creation and customer cultivation</li> <li><input type="checkbox"/>Strategy planning to increase the competitiveness</li> <li><input type="checkbox"/>Customer relationships</li> <li><input type="checkbox"/>Improvement of customer satisfaction</li> <li><input type="checkbox"/>Formation of sales team</li> <li><input type="checkbox"/>Proposal of IT solutions</li> <li><input type="checkbox"/>Understanding of business opportunity</li> <li><input type="checkbox"/>Market satisfaction control</li> <li><input type="checkbox"/>Understanding and utilization of media characteristics</li> <li><input type="checkbox"/>Communications and negotiations through sales media</li> </ul> </li> <li>-Has performance in three items or more of following sales expertise succession. <ul style="list-style-type: none"> <li><input type="checkbox"/>Activities in professional community such as academic society and committee</li> <li><input type="checkbox"/>Publication of a book</li> <li><input type="checkbox"/>Publication of a paper outside the company</li> <li><input type="checkbox"/>Publication of a paper within the company</li> <li><input type="checkbox"/>Instructor outside the company</li> <li><input type="checkbox"/>Instructor within the company</li> <li><input type="checkbox"/>Filing of a patent application</li> </ul> </li> <li>-Develops subordinates (by mentoring, coaching, and etc.)</li> </ul>		

# Key Performance Indicator: Sales

Specialty Field	Sales via Media	Level 4
<p><b>[Business Contribution]</b></p> <p>●<b>Responsibilities</b></p> <p>Has responsibility for strategy of whole sales via media, as a person responsible for sales in whole f specific industry, whole specific product groups or service groups, or equivalent market segment. Has experience and performance of discovering new projects, making proposals, and concluding successful contracts for projects with expected quality requirement, cost and delivery two times or more (At least one project must meet the complexity and size of Level 4. Others can be of the Level 3 or above)</p> <p>●<b>Complexity</b></p> <p>Has experience and performance of achieving success in sales activities with two or more of following complexity criteria.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/>Customer's specific high-difficulty and complicated requirements</li> <li><input type="checkbox"/>Complicated and exceptional contract conditions</li> <li><input type="checkbox"/>Cross-industries or for company group</li> <li><input type="checkbox"/>Advanced strategic business area, products, service or IT solution</li> <li><input type="checkbox"/>Be a new reference</li> <li><input type="checkbox"/>Extremely fierce competition</li> <li><input type="checkbox"/>Includes multiple IT solution and service components</li> </ul> <p>●<b>Size</b></p> <p>Has experience and performance of proposing and achieving successful projects with the following size.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/>Project with less than 10 persons during peak periods, or an annual contract value of less than 100 million yen.</li> </ul> <p><b>[Professional Contribution]</b></p> <p>-Has the high specialty in either one or more of the following sales areas sufficient enough to guide subordinates.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/>Market creation and customer cultivation</li> <li><input type="checkbox"/>Strategy planning to increase the competitiveness</li> <li><input type="checkbox"/>Customer relationships</li> <li><input type="checkbox"/>Improvement of customer satisfaction</li> <li><input type="checkbox"/>Formation of sales team</li> <li><input type="checkbox"/>Proposal of IT solutions</li> <li><input type="checkbox"/>Understanding of business opportunity</li> <li><input type="checkbox"/>Market satisfaction control</li> <li><input type="checkbox"/>Understanding and utilization of media characteristics</li> <li><input type="checkbox"/>Communications and negotiations through sales media</li> </ul> <p>-Has performance in one or more items of following sales expertise succession.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/>Activities in professional community such as academic society and committee</li> <li><input type="checkbox"/>Publication of a book</li> <li><input type="checkbox"/>Publication of a paper outside the company</li> <li><input type="checkbox"/>Publication of a paper within the company</li> <li><input type="checkbox"/>Instructor outside the company</li> <li><input type="checkbox"/>Instructor within the company</li> <li><input type="checkbox"/>Filing of a patent application</li> </ul> <p>-Develops subordinates (by mentoring, coaching, and etc.)</p>		

# Key Performance Indicator: Sales

Specialty Field	Sales via Media	Level 3
<p><b>[Business Contribution]</b></p> <p>●<b>Responsibilities</b></p> <p>Has responsibility for strategy of whole sales via media, as a person responsible for sales in one part of specific sub-industry, one part of specific products or services, or equivalent market segments. Has experience and performance in discovering new projects, making proposals, and concluding successful contracts for projects with expected quality requirement, cost and delivery two times or more (Projects must meet the complexity and size of Level3)</p> <p>●<b>Complexity</b></p> <p>Has experience and performance of achieving success in sales activities with two or more of following complexity criteria.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/>Product, service and solution that have sufficient sales results and installation results</li> <li><input type="checkbox"/>Product, service and solution that have single or relatively simple structure</li> <li><input type="checkbox"/>Standard contract terms</li> <li><input type="checkbox"/>Standard requirements</li> </ul> <p>●<b>Size</b></p> <p>Has experience and performance of proposing and achieving successful projects with the following size.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/>Project with less than 10 persons during peak periods, or an annual contract value of less than 100 million yen.</li> </ul> <p><b>[Professional Contribution]</b></p> <p>-Has specialty in either one of the following sales areas to perform assigned task by him/her-self.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/>Market creation and customer cultivation</li> <li><input type="checkbox"/>Strategy planning to increase the competitiveness</li> <li><input type="checkbox"/>Customer relationships</li> <li><input type="checkbox"/>Improvement of customer satisfaction</li> <li><input type="checkbox"/>Formation of sales team</li> <li><input type="checkbox"/>Proposal of IT solutions</li> <li><input type="checkbox"/>Understanding of business opportunity</li> <li><input type="checkbox"/>Market satisfaction control</li> <li><input type="checkbox"/>Understanding and utilization of media characteristics</li> <li><input type="checkbox"/>Communications and negotiations through sales media</li> </ul> <p><b>〈Remarks〉</b></p> <p>By passing Applied ITEE (Information Technology Engineer Examination), individuals are regarded as attaining the minimum capability required in ITSS level.</p>		