

Outline of Job Career and Key Performance Indicator

(2) Sales

English edition Draft 1.0 December.2006

Outline of Job Career

Sales

Outline of Sales

Job career	Sales		
Specialty Field	Consulting sales by visiting customers	Product sales by visiting customers	Media-based sales
Level 7			
Level 6			
Level 5			
Level 4			
Level 3			
Level 2			
Level 1			

Description of Job Career

Performs confirmation of customer's management policy, and to realize the policy, provides proposals and closes contracts by offering solution for resolution of issues, improvement of business process, and necessary solutions, products and services. Enhance customer satisfactions, by establishing good relations with customers.

In the IT investment phases, Formulation of managerial strategies (Formulation of vision and goal, Formulation of business strategies) and Strategic informatization planning (Clarification and analyst of problems (Business/IT) are the main activity areas.

Performs the following:

- Formulation of managerial strategies

- Confirmation of goals and visions
- Confirmation of business strategy

- Strategic informatization planning

- Classification of business issues and proposals for solutions

This job career category is classified into the following specialty fields.

• **Consulting sales by visiting customers**

Performs continuous sales activity, and discovery, maintenance, and improvements of good relations with specific customers.

• **Product sales by visiting customers**

Performs broad sales activity for customers, and is familiar with specific products, services, or solutions.

• **Media-based sales**

Performs sales activity focused on products by approaching generic users by using all types of media.

Key Performance Indicator

Sales

Key Performance Indicator : Sales

Specialty Field	Consulting sales by visiting customers	Level 7
<p>[Contribution to business]</p> <p>●Responsibilities Acts as a responsible person of sales, of the whole specific industry or 3 or more specific subindustries or equal market segment, by leading sales team through the whole sales activities. Has experience in achieving successful results in the completion of required quality, cost, and target date, by carrying out cultivation, proposal, and contract of new project matters, three times or more (at least one project must meet complexity and size of Level 7 or equivalent, and others can be of Level 6).</p> <p>●Complexity Has experience in achieving successful results in the completion of sales activity that meets three or more of the following complexity criteria ("Globally leading-edge project" is required for this level.).</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"><input type="checkbox"/> High-difficulty and complex user specific requirements</div> <div style="width: 33%;"><input type="checkbox"/> Complex and exceptional contract conditions</div> <div style="width: 33%;"><input type="checkbox"/> Across-industry Sector or for companies group</div> <div style="width: 33%;"><input type="checkbox"/> Leading-edge strategic business area or products or service or IT solution</div> <div style="width: 33%;"><input type="checkbox"/> Sales team consists of multiple companies</div> <div style="width: 33%;"><input type="checkbox"/> Extremely fierce competition</div> <div style="width: 33%;"><input type="checkbox"/> Complex project structure</div> <div style="width: 33%;"><input type="checkbox"/> Be a new reference</div> </div> <p>●Size Has experience in achieving successful results in the complication of project proposal and contract, that meets either one of the following size.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"><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 style="width: 33%;"><input type="checkbox"/> In case of the project that meets five or more complexity criteria (above), from 50 but less than 500 persons during peak periods or an annual contract from 500 million but less than 1 billion yen.</div> </div> <p>[Contribution to professional society]</p> <p>-Holds the high specialty in either one or more of the following major themes of this Specialty Field sufficient enough to guide others and leads the industry.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"><input type="checkbox"/> Cultivation of new market and development of new customer</div> <div style="width: 33%;"><input type="checkbox"/> Strategy planning to increase the competitiveness</div> <div style="width: 33%;"><input type="checkbox"/> Customer relationships</div> <div style="width: 33%;"><input type="checkbox"/> Improvement of customer satisfaction</div> <div style="width: 33%;"><input type="checkbox"/> Formation of sales team</div> <div style="width: 33%;"><input type="checkbox"/> Proposing IT solutions</div> <div style="width: 33%;"><input type="checkbox"/> Grasp of Business opportunity</div> <div style="width: 33%;"><input type="checkbox"/> Controlling market satisfaction</div> </div> <p>-Has recognized accomplishments five items or more in the area of sales technology succession.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"><input type="checkbox"/> Professional community activities such as academic society and committee</div> <div style="width: 33%;"><input type="checkbox"/> Publication of a book</div> <div style="width: 33%;"><input type="checkbox"/> Publication of a paper outside the company</div> <div style="width: 33%;"><input type="checkbox"/> Publication of a paper within the company</div> <div style="width: 33%;"><input type="checkbox"/> Invited to speak outside the company</div> <div style="width: 33%;"><input type="checkbox"/> Instructor within the company</div> <div style="width: 33%;"><input type="checkbox"/> Filing of a patent application</div> </div> <p>-Has accomplishments in developing subordinates (by mentoring, coaching, etc.)</p>		

Key Performance Indicator : Sales

Specialty Field	Consulting sales by visiting customers	Level 6
<p>[Contribution to business]</p> <p>●Responsibilities Acts as a responsible person of sales, of one company or more with 5000 employees or more, or whole specific subindustries or equal market segment, by leading sales team through the whole sales activities. Has experience in achieving successful results in the completion of required quality, cost, and target date, by carrying out cultivation, proposal, and contract of new project matters, three times or more (at least one project must meet complexity and size of Level 6 or equivalent, and others can be of Level 5).</p> <p>●Complexity Has experience in achieving successful results in the completion of sales activity that meets two or more of the following complexity criteria.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"><input type="checkbox"/> High-difficulty and complex user specific requirements</div> <div style="width: 33%;"><input type="checkbox"/> Complex and exceptional contract conditions</div> <div style="width: 33%;"><input type="checkbox"/> Across-industry Sector or for companies group</div> <div style="width: 33%;"><input type="checkbox"/> Leading-edge strategic business area or products or service or IT solution</div> <div style="width: 33%;"><input type="checkbox"/> Sales team consists of multiple companies</div> <div style="width: 33%;"><input type="checkbox"/> Extremely fierce competition</div> <div style="width: 33%;"><input type="checkbox"/> Complex project structure</div> <div style="width: 33%;"><input type="checkbox"/> Be a new reference</div> </div> <p>●Size Has experience in achieving successful results in the complication of project proposal and contract, that meets either one of the following size.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"><input type="checkbox"/> In case of the project that meets five or more complexity criteria (above), from 50 but less than 500 persons during peak periods or an annual contract from 500 million but less than 1 billion yen.</div> <div style="width: 33%;"><input type="checkbox"/> In case of the project that meets four or more complexity criteria (above), from 10 but less than 50 persons during peak periods or an annual contract from 100 million but less than 500 million yen.</div> </div> <p>[Contribution to professional society]</p> <p>-Holds the high specialty in either one or more of the following major themes of this Specialty Field sufficient enough to guide others and contributes to the industry.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"><input type="checkbox"/> Cultivation of new market and development of new customer</div> <div style="width: 33%;"><input type="checkbox"/> Strategy planning to increase the competitiveness</div> <div style="width: 33%;"><input type="checkbox"/> Customer relationships</div> <div style="width: 33%;"><input type="checkbox"/> Improvement of customer satisfaction</div> <div style="width: 33%;"><input type="checkbox"/> Formation of sales team</div> <div style="width: 33%;"><input type="checkbox"/> Proposing IT solutions</div> <div style="width: 33%;"><input type="checkbox"/> Grasp of Business opportunity</div> <div style="width: 33%;"><input type="checkbox"/> Controlling market satisfaction</div> </div> <p>-Has recognized accomplishments four items or more in the area of sales technology succession.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"><input type="checkbox"/> Professional community activities such as academic society and committee</div> <div style="width: 33%;"><input type="checkbox"/> Publication of a book</div> <div style="width: 33%;"><input type="checkbox"/> Publication of a paper outside the company</div> <div style="width: 33%;"><input type="checkbox"/> Publication of a paper within the company</div> <div style="width: 33%;"><input type="checkbox"/> Invited to speak outside the company</div> <div style="width: 33%;"><input type="checkbox"/> Instructor within the company</div> <div style="width: 33%;"><input type="checkbox"/> Filing of a patent application</div> </div> <p>-Has accomplishments in developing subordinates (by mentoring, coaching, etc.)</p>		

Key Performance Indicator : Sales

Specialty Field	Consulting sales by visiting customers	Level 5
<p>[Contribution to business]</p> <p>●Responsibilities</p> <p>Acts as a responsible person of sales, of three companies or more with 3000 employees or more, or 5 or more companies (places) including companies, departments, and divisions from 1000 but less than 3000 employees, or equal market segment, by leading sales team through the whole sales activities. Has experience in achieving successful results in the completion of required quality, cost, and target date, by carrying out cultivation, proposal, and contract of new project matters, three times or more (at least one project must meet complexity and size of Level 5 or equivalent, and others can be of Level 4).</p> <p>●Complexity</p> <p>Has experience in achieving successful results in the completion of sales activity that meets two or more of the following complexity criteria.</p> <p> <input type="checkbox"/>High-difficulty and complex user specific requirements <input type="checkbox"/>Complex and exceptional contract conditions <input type="checkbox"/>Across-industry Sector or for companies group <input type="checkbox"/>Leading-edge strategic business area or products or service or IT solution <input type="checkbox"/>Sales team consists of multiple companies <input type="checkbox"/>Extremely fierce competition <input type="checkbox"/>Complex project structure <input type="checkbox"/>Be a new reference </p> <p>●Size</p> <p>Has experience in achieving successful results in the complication of project proposal and contract, that meets either one of the following size.</p> <p> <input type="checkbox"/>In case of the project that meets four or more complexity criteria (above), from 10 but less than 50 persons during peak periods or an annual contract from 100 million but less than 500 million yen. <input type="checkbox"/>In case of the project that meets four or more complexity criteria (above), with less than 10 persons during peak periods, or an annual contract value of less than 100 million yen. </p> <p>[Contribution to professional society]</p> <p>-Holds the high specialty in either one or more of the following major themes of this Specialty Field sufficient enough to guide others and contributes to the company.</p> <p> <input type="checkbox"/>Cultivation of new market and development of new customer <input type="checkbox"/>Strategy planning to increase the competitiveness <input type="checkbox"/>Customer relationships <input type="checkbox"/>Improvement of customer satisfaction <input type="checkbox"/>Formation of sales team <input type="checkbox"/>Proposing IT solutions <input type="checkbox"/>Grasp of Business opportunity <input type="checkbox"/>Controlling market satisfaction </p> <p>-Has recognized accomplishments three items or more in the area of sales technology succession.</p> <p> <input type="checkbox"/>Professional community activities such as academic society and committee <input type="checkbox"/>Publication of a book <input type="checkbox"/>Publication of a paper outside the company <input type="checkbox"/>Publication of a paper within the company <input type="checkbox"/>Invited to speak outside the company <input type="checkbox"/>Instructor within the company <input type="checkbox"/>Filing of a patent application </p> <p>-Has accomplishments in developing subordinates (by mentoring, coaching, etc.)</p>		

Key Performance Indicator : Sales

Specialty Field	Consulting sales by visiting customers	Level 4
<p>[Contribution to business]</p> <p>●Responsibilities Acts as a responsible person of sales, of 1 or more company (place) including companies, departments, and divisions from 1000 but less than 3000 employees, or equal market segment, by leading sales team through the whole sales activities. Has experience in achieving successful results in the completion of required quality, cost, and target date, by carrying out cultivation, proposal, and contract of new project matters, two times or more (at least one project must meet complexity and size of Level 4 or equivalent, and others can be of Level 3).</p> <p>●Complexity Has experience in achieving successful results in the completion of sales activity that meets two or more of the following complexity criteria.</p> <ul style="list-style-type: none"> <input type="checkbox"/>High-difficulty and complex user specific requirements <input type="checkbox"/>Complex and exceptional contract conditions <input type="checkbox"/>Across-industry Sector or for companies group <input type="checkbox"/>Leading-edge strategic business area or products or service or IT solution <input type="checkbox"/>Sales team consists of multiple companies <input type="checkbox"/>Extremely fierce competition <input type="checkbox"/>Complex project structure <input type="checkbox"/>Be a new reference <p>●Size Has experience in achieving successful results in the complication of project proposal and contract, that meets the following size.</p> <ul style="list-style-type: none"> <input type="checkbox"/>Project with less than 10 persons during peak periods, or an annual contract value of less than 100 million yen. <p>[Contribution to professional society]</p> <ul style="list-style-type: none"> -Holds the high specialty in either one or more of the following major themes of this Specialty Field and guides subordinates. <ul style="list-style-type: none"> <input type="checkbox"/>Cultivation of new market and development of new customer <input type="checkbox"/>Strategy planning to increase the competitiveness <input type="checkbox"/>Customer relationships <input type="checkbox"/>Improvement of customer satisfaction <input type="checkbox"/>Formation of sales team <input type="checkbox"/>Proposing IT solutions <input type="checkbox"/>Grasp of Business opportunity <input type="checkbox"/>Controlling market satisfaction -Has recognized accomplishments once or more in the area of sales technology succession. <ul style="list-style-type: none"> <input type="checkbox"/>Professional community activities such as academic society and committee <input type="checkbox"/>Publication of a book <input type="checkbox"/>Publication of a paper outside the company <input type="checkbox"/>Publication of a paper within the company <input type="checkbox"/>Invited to speak outside the company <input type="checkbox"/>Instructor within the company <input type="checkbox"/>Filing of a patent application -Has accomplishments in developing subordinates (by mentoring, coaching, etc.) 		

Key Performance Indicator : Sales

Specialty Field	Consulting sales by visiting customers	Level 3
<p>[Contribution to business]</p> <p>●Responsibilities Acts as a responsible person of sales, of 1 or more company (place) including companies, departments, and divisions from 1000 but less than 3000 employees, or equal market segment, by leading sales team through the whole sales activities. Has experience in achieving successful results in the completion of required quality, cost, and target date, by carrying out cultivation, proposal, and contract of new project matters, two times or more.</p> <p>●Complexity Has experience in achieving successful results in the completion of sales activity that meets two or more of the following complexity criteria.</p> <ul style="list-style-type: none"> <input type="checkbox"/>High-difficulty and complex user specific requirements <input type="checkbox"/>Complex and exceptional contract conditions <input type="checkbox"/>Across-industry Sector or for companies group <input type="checkbox"/>Leading-edge strategic business area or products or service or IT solution <input type="checkbox"/>Sales team consists of multiple companies <input type="checkbox"/>Extremely fierce competition <input type="checkbox"/>Complex project structure <input type="checkbox"/>Be a new reference <p>●Size Has experience in achieving successful results in the complication of project proposal and contract, that meets the following size.</p> <ul style="list-style-type: none"> <input type="checkbox"/>Project with less than 10 persons during peak periods, or an annual contract value of less than 100 million yen. <p>[Contribution to professional society]</p> <p>-Holds the specialty in either one or more of the following major themes of this Specialty Field and practices by him/herself.</p> <ul style="list-style-type: none"> <input type="checkbox"/>Cultivation of new market and development of new customer <input type="checkbox"/>Strategy planning to increase the competitiveness <input type="checkbox"/>Customer relationships <input type="checkbox"/>Improvement of customer satisfaction <input type="checkbox"/>Formation of sales team <input type="checkbox"/>Proposing IT solutions <input type="checkbox"/>Grasp of Business opportunity <input type="checkbox"/>Controlling market satisfaction 		

Key Performance Indicator : Sales

Specialty Field	Product sales by visiting customers	Level 6
<p>[Contribution to business]</p> <p>●Responsibilities</p> <p>Acts as a responsible person of sales, of the whole specific industry or 3 or more specific subindustries or equal market segment, by leading sales of assigned products, services, solutions through the whole sales activities. Has experience in achieving successful results in the completion of required quality, cost, and target date, by carrying out cultivation, proposal, and contract of new project matters, three times or more (at least one project must meet complexity and size of Level 6 or equivalent, and others can be of Level 5).</p> <p>●Complexity</p> <p>Has experience in achieving successful results in the completion of sales activity that meets two or more of the following complexity criteria.</p> <ul style="list-style-type: none"> <input type="checkbox"/>High-difficulty and complex user specific requirements <input type="checkbox"/>Complex and exceptional contract conditions <input type="checkbox"/>Across-industry Sector or for companies group <input type="checkbox"/>Leading-edge strategic business area or products or service or IT solution <input type="checkbox"/>Sales team consists of multiple companies <input type="checkbox"/>Extremely fierce competition <input type="checkbox"/>Complex project structure <input type="checkbox"/>Be a new reference <p>●Size</p> <p>Has experience in achieving successful results in the complication of project or product and service proposal and contract, that meets either one of the following size.</p> <ul style="list-style-type: none"> <input type="checkbox"/>In case of the project that meets five or more complexity criteria (above), from 50 but less than 500 persons during peak periods or an annual contract from 500 million but less than 1 billion yen. <input type="checkbox"/>In case of the project that meets four or more complexity criteria (above), from 10 but less than 50 persons during peak periods or an annual contract from 100 million but less than 500 million yen. <p>[Contribution to professional society]</p> <ul style="list-style-type: none"> -Holds the high specialty in either one or more of the following major themes of this Specialty Field sufficient enough to guide others and contributes to the industry. <input type="checkbox"/>Cultivation of new market and development of new customer <input type="checkbox"/>Strategy planning to increase the competitiveness <input type="checkbox"/>Customer relationships <input type="checkbox"/>Improvement of customer satisfaction <input type="checkbox"/>Formation of sales team <input type="checkbox"/>Proposing IT solutions <input type="checkbox"/>Grasp of Business opportunity <input type="checkbox"/>Controlling market satisfaction -Has recognized accomplishments four items or more in the area of sales technology succession. <input type="checkbox"/>Professional community activities such as academic society and committee <input type="checkbox"/>Publication of a book <input type="checkbox"/>Publication of a paper outside the company <input type="checkbox"/>Publication of a paper within the company <input type="checkbox"/>Invited to speak outside the company <input type="checkbox"/>Instructor within the company <input type="checkbox"/>Filing of a patent application -Has accomplishments in developing subordinates (by mentoring, coaching, etc.) 		

Key Performance Indicator : Sales

Specialty Field	Product sales by visiting customers	Level 5
<p>[Contribution to business]</p> <p>●Responsibilities Acts as a responsible person of sales, of one company or more with 5000 employees or more, or whole specific subindustries or equal market segment, by leading assigned products, services, solutions through the whole sales activities. Has experience in achieving successful results in the completion of required quality, cost, and target date, by carrying out cultivation, proposal, and contract of new project matters, three times or more (at least one project must meet complexity and size of Level 5 or equivalent, and others can be of Level 4).</p> <p>●Complexity Has experience in achieving successful results in the completion of sales activity that meets two or more of the following complexity criteria.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"><input type="checkbox"/> High-difficulty and complex user specific requirements</div> <div style="width: 33%;"><input type="checkbox"/> Complex and exceptional contract conditions</div> <div style="width: 33%;"><input type="checkbox"/> Across-industry Sector or for companies group</div> <div style="width: 33%;"><input type="checkbox"/> Leading-edge strategic business area or products or service or IT solution</div> <div style="width: 33%;"><input type="checkbox"/> Sales team consists of multiple companies</div> <div style="width: 33%;"><input type="checkbox"/> Extremely fierce competition</div> <div style="width: 33%;"><input type="checkbox"/> Complex project structure</div> <div style="width: 33%;"><input type="checkbox"/> Be a new reference</div> </div> <p>●Size Has experience in achieving successful results in the complication of project or product and service proposal and contract, that meets either one of the following size.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"><input type="checkbox"/> In case of the project that meets four or more complexity criteria (above), from 10 but less than 50 persons during peak periods or an annual contract from 100 million but less than 500 million yen.</div> <div style="width: 33%;"><input type="checkbox"/> In case of the project that meets four or more complexity criteria (above), with less than 10 persons during peak periods, or an annual contract value of less than 100 million yen.</div> </div> <p>[Contribution to professional society]</p> <p>-Holds the high specialty in either one or more of the following major themes of this Specialty Field sufficient enough to guide others and contributes to the company.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"><input type="checkbox"/> Cultivation of new market and development of new customer</div> <div style="width: 33%;"><input type="checkbox"/> Strategy planning to increase the competitiveness</div> <div style="width: 33%;"><input type="checkbox"/> Customer relationships</div> <div style="width: 33%;"><input type="checkbox"/> Improvement of customer satisfaction</div> <div style="width: 33%;"><input type="checkbox"/> Formation of sales team</div> <div style="width: 33%;"><input type="checkbox"/> Proposing IT solutions</div> <div style="width: 33%;"><input type="checkbox"/> Grasp of Business opportunity</div> <div style="width: 33%;"><input type="checkbox"/> Controlling market satisfaction</div> </div> <p>-Has recognized accomplishments three items or more in the area of sales technology succession.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"><input type="checkbox"/> Professional community activities such as academic society and committee</div> <div style="width: 33%;"><input type="checkbox"/> Publication of a book</div> <div style="width: 33%;"><input type="checkbox"/> Publication of a paper outside the company</div> <div style="width: 33%;"><input type="checkbox"/> Publication of a paper within the company</div> <div style="width: 33%;"><input type="checkbox"/> Invited to speak outside the company</div> <div style="width: 33%;"><input type="checkbox"/> Instructor within the company</div> <div style="width: 33%;"><input type="checkbox"/> Filing of a patent application</div> </div> <p>-Has accomplishments in developing subordinates (by mentoring, coaching, etc.)</p>		

Key Performance Indicator : Sales

Specialty Field	Product sales by visiting customers	Level 4
<p>[Contribution to business]</p> <p>●Responsibilities</p> <p>Acts as a responsible person of sales, of three companies or more with 3000 employees or more, or 5 or more companies (places) including companies, departments, and divisions from 1000 but less than 3000 employees, or equal market segment, by leading assigned products, services, solutions through the whole sales activities. Has experience in achieving successful results in the completion of required quality, cost, and target date, by carrying out cultivation, proposal, and contract of new project matters, two times or more (at least one project must meet complexity and size of Level 4 or equivalent, and others can be of Level 3).</p> <p>●Complexity</p> <p>Has experience in achieving successful results in the completion of sales activity that meets two or more of the following complexity criteria.</p> <ul style="list-style-type: none"> <input type="checkbox"/>High-difficulty and complex user specific requirements <input type="checkbox"/>Complex and exceptional contract conditions <input type="checkbox"/>Across-industry Sector or for companies group <input type="checkbox"/>Leading-edge strategic business area or products or service or IT solution <input type="checkbox"/>Sales team consists of multiple companies <input type="checkbox"/>Extremely fierce competition <input type="checkbox"/>Complex project structure <input type="checkbox"/>Be a new reference <p>●Size</p> <p>Has experience in achieving successful results in the complication of project or product and service proposal and contract, that meets either one of the following size.</p> <ul style="list-style-type: none"> <input type="checkbox"/>Project with less than 10 persons during peak periods, or an annual contract value of less than 100 million yen. <p>[Contribution to professional society]</p> <ul style="list-style-type: none"> -Holds the high specialty in either one or more of the following major themes of this Specialty Field and guides subordinates. <ul style="list-style-type: none"> <input type="checkbox"/>Cultivation of new market and development of new customer <input type="checkbox"/>Strategy planning to increase the competitiveness <input type="checkbox"/>Customer relationships <input type="checkbox"/>Improvement of customer satisfaction <input type="checkbox"/>Formation of sales team <input type="checkbox"/>Proposing IT solutions <input type="checkbox"/>Grasp of Business opportunity <input type="checkbox"/>Controlling market satisfaction -Has recognized accomplishments once or more in the area of sales technology succession. <ul style="list-style-type: none"> <input type="checkbox"/>Professional community activities such as academic society and committee <input type="checkbox"/>Publication of a book <input type="checkbox"/>Publication of a paper outside the company <input type="checkbox"/>Publication of a paper within the company <input type="checkbox"/>Invited to speak outside the company <input type="checkbox"/>Instructor within the company <input type="checkbox"/>Filing of a patent application -Has accomplishments in developing subordinates (by mentoring, coaching, etc.) 		

Key Performance Indicator : Sales

Specialty Field	Product sales by visiting customers	Level 3
<p>[Contribution to business]</p> <p>●Responsibilities Acts as a responsible person of sales, of 1 or more company (place) including companies, departments, and divisions with less than 1000 employees, or equal market segment, by leading assigned products, services, solutions through the whole sales activities. Has experience in achieving successful results in the completion of required quality, cost, and target date, by carrying out cultivation, proposal, and contract of new project matters, two times or more.</p> <p>●Complexity Has experience in achieving successful results in the completion of sales activity that meets two or more of the following complexity criteria.</p> <ul style="list-style-type: none"> <input type="checkbox"/>High-difficulty and complex user specific requirements <input type="checkbox"/>Complex and exceptional contract conditions <input type="checkbox"/>Across-industry Sector or for companies group <input type="checkbox"/>Leading-edge strategic business area or products or service or IT solution <input type="checkbox"/>Sales team consists of multiple companies <input type="checkbox"/>Extremely fierce competition <input type="checkbox"/>Complex project structure <input type="checkbox"/>Be a new reference <p>●Size Has experience in achieving successful results in the complication of project or product and service proposal and contract, that meets either one of the following size.</p> <ul style="list-style-type: none"> <input type="checkbox"/>Project with less than 10 persons during peak periods, or an annual contract value of less than 100 million yen. <p>[Contribution to professional society] -Holds the specialty in either one or more of the following major themes of this Specialty Field and practices by him/herself.</p> <ul style="list-style-type: none"> <input type="checkbox"/>Cultivation of new market and development of new customer <input type="checkbox"/>Strategy planning to increase the competitiveness <input type="checkbox"/>Customer relationships <input type="checkbox"/>Improvement of customer satisfaction <input type="checkbox"/>Formation of sales team <input type="checkbox"/>Proposing IT solutions <input type="checkbox"/>Grasp of Business opportunity <input type="checkbox"/>Controlling market satisfaction 		

Key Performance Indicator : Sales

Specialty Field	Media-based sales	Level 5
<p>[Contribution to business]</p> <p>●Responsibilities Acts as a responsible person of sales, of the whole specific industry or whole specific products group, and services group, or equal market segment, by holding responsibility for the whole sales strategy using media. Has experience in achieving successful results in the completion of required quality, cost, and target date, by carrying out cultivation, proposal, and contract of new project matters, three times or more (at least one project must meet complexity and size of Level 5 or equivalent, and others can be of Level 4).</p> <p>●Complexity Has experience in achieving successful results in the completion of sales activity that meets two or more of the following complexity criteria.</p> <ul style="list-style-type: none"> <input type="checkbox"/>High-difficulty and complex user specific requirements <input type="checkbox"/>Complex and exceptional contract conditions <input type="checkbox"/>Across-industry Sector or for companies group <input type="checkbox"/>Leading-edge strategic business area or products or service or IT solution <input type="checkbox"/>Be a new reference <input type="checkbox"/>Extremely fierce competition <input type="checkbox"/>It includes multiple IT solutions and service components <p>●Size Has experience in achieving successful results in the complication of project or product and service proposal and contract, that meets either one of the following size.</p> <ul style="list-style-type: none"> <input type="checkbox"/>In case of the project that meets four or more complexity criteria (above), from 10 but less than 50 persons during peak periods or an annual contract from 100 million but less than 500 million yen. <input type="checkbox"/>In case of the project that meets four or more complexity criteria (above), with less than 10 persons during peak periods, or an annual contract value of less than 100 million yen. <p>[Contribution to professional society]</p> <ul style="list-style-type: none"> -Holds the high specialty in either one or more of the following major themes of this Specialty Field sufficient enough to guide others and contributes to the company. <input type="checkbox"/>Cultivation of new market and development of new customer <input type="checkbox"/>Strategy planning to increase the competitiveness <input type="checkbox"/>Customer relationships <input type="checkbox"/>Improvement of customer satisfaction <input type="checkbox"/>Formation of sales team <input type="checkbox"/>Proposing IT solutions <input type="checkbox"/>Grasp of Business opportunity <input type="checkbox"/>Controlling market satisfaction <input type="checkbox"/>Understanding and utilization of characteristics of media <input type="checkbox"/>Communications and negotiations through sales media -Has recognized accomplishments three items or more in the area of sales technology succession. <input type="checkbox"/>Professional community activities such as academic society and committee <input type="checkbox"/>Publication of a book <input type="checkbox"/>Publication of a paper outside the company <input type="checkbox"/>Publication of a paper within the company <input type="checkbox"/>Invited to speak outside the company <input type="checkbox"/>Instructor within the company <input type="checkbox"/>Filing of a patent application -Has accomplishments in developing subordinates (by mentoring, coaching, etc.) 		

Key Performance Indicator : Sales

Specialty Field	Media-based sales	Level 4
<p>[Contribution to business]</p> <p>●Responsibilities Acts as a responsible person of sales, of the whole specific subindustry or whole specific products, and services, or equal market segment, by holding responsibility for the whole sales strategy using media. Has experience in achieving successful results in the completion of required quality, cost, and target date, by carrying out cultivation, proposal, and contract of new project matters, two times or more (at least one project must meet complexity and size of Level 4 or equivalent, and others can be of Level 3).</p> <p>●Complexity Has experience in achieving successful results in the completion of sales activity that meets two or more of the following complexity criteria.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"><input type="checkbox"/> High-difficulty and complex user specific requirements</div> <div style="width: 33%;"><input type="checkbox"/> Complex and exceptional contract conditions</div> <div style="width: 33%;"><input type="checkbox"/> Across-industry Sector or for companies group</div> <div style="width: 33%;"><input type="checkbox"/> Leading-edge strategic business area or products or service or IT solution</div> <div style="width: 33%;"><input type="checkbox"/> Be a new reference</div> <div style="width: 33%;"><input type="checkbox"/> It includes multiple IT solutions and service components</div> <div style="width: 33%;"><input type="checkbox"/> Extremely fierce competition</div> </div> <p>●Size Has experience in achieving successful results in the complication of project or product and service proposal and contract, that meets either one of the following size.</p> <input type="checkbox"/> Project with less than 10 persons during peak periods, or an annual contract value of less than 100 million yen. <p>[Contribution to professional society]</p> <p>-Holds the high specialty in either one or more of the following major themes of this Specialty Field and guides subordinates.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"><input type="checkbox"/> Cultivation of new market and development of new customer</div> <div style="width: 33%;"><input type="checkbox"/> Strategy planning to increase the competitiveness</div> <div style="width: 33%;"><input type="checkbox"/> Customer relationships</div> <div style="width: 33%;"><input type="checkbox"/> Improvement of customer satisfaction</div> <div style="width: 33%;"><input type="checkbox"/> Formation of sales team</div> <div style="width: 33%;"><input type="checkbox"/> Proposing IT solutions</div> <div style="width: 33%;"><input type="checkbox"/> Grasp of Business opportunity</div> <div style="width: 33%;"><input type="checkbox"/> Controlling market satisfaction</div> <div style="width: 33%;"><input type="checkbox"/> Understanding and utilization of characteristics of media</div> <div style="width: 33%;"><input type="checkbox"/> Communications and negotiations through sales media</div> </div> <p>-Has recognized accomplishments once or more in the area of sales technology succession.</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"><input type="checkbox"/> Professional community activities such as academic society and committee</div> <div style="width: 33%;"><input type="checkbox"/> Publication of a book</div> <div style="width: 33%;"><input type="checkbox"/> Publication of a paper outside the company</div> <div style="width: 33%;"><input type="checkbox"/> Publication of a paper within the company</div> <div style="width: 33%;"><input type="checkbox"/> Invited to speak outside the company</div> <div style="width: 33%;"><input type="checkbox"/> Instructor within the company</div> <div style="width: 33%;"><input type="checkbox"/> Filing of a patent application</div> </div> <p>-Has accomplishments in developing subordinates (by mentoring, coaching, etc.)</p>		

Key Performance Indicator : Sales

Specialty Field	Media-based sales	Level 3
<p>[Contribution to business]</p> <p>●Responsibilities Acts as a responsible person of sales, of one part of specific subindustry or one part of specific products, and services, or equal market segment, by holding responsibility for the whole sales strategy using media. Has experience in achieving successful results in the completion of required quality, cost, and target date, by carrying out cultivation, proposal, and contract of new project matters, two times or more.</p> <p>●Complexity Has experience in achieving successful results in the completion of sales activity that meets two or more of the following complexity criteria.</p> <ul style="list-style-type: none"> <input type="checkbox"/>Product, service and solution that has sufficient sales results and installation results <input type="checkbox"/>Product, service and IT solution that has simple or relatively simple structure <input type="checkbox"/>Standard contract terms <input type="checkbox"/>Standard requirements <p>●Size Has experience in achieving successful results in the complication of project or product and service proposal and contract, that meets either one of the following size.</p> <ul style="list-style-type: none"> <input type="checkbox"/>Project with less than 10 persons during peak periods, or an annual contract value of less than 100 million yen. <p>[Contribution to professional society] -Holds the specialty in either one or more of the following major themes of this Specialty Field and practices by him/herself.</p> <ul style="list-style-type: none"> <input type="checkbox"/>Cultivation of new market and development of new customer <input type="checkbox"/>Strategy planning to increase the competitiveness <input type="checkbox"/>Customer relationships <input type="checkbox"/>Improvement of customer satisfaction <input type="checkbox"/>Formation of sales team <input type="checkbox"/>Proposing IT solutions <input type="checkbox"/>Grasp of Business opportunity <input type="checkbox"/>Controlling market satisfaction <input type="checkbox"/>Understanding and utilization of characteristics of media <input type="checkbox"/>Communications and negotiations through sales media 		

Key Performance Indicator : Sales

Specialty Field	Common to Sales	Level 2
<p>[Contribution to business]</p> <p>●Responsibilities In a series of phases of proposal, contract, and performance of sales activities, acts as a member of sales team, by holding responsibility. Has experience in achieving successful results in the completion of sales activities, under guidance of a higher-level specialist in the same job carrier category, once or more (equivalent to complexity and size of Level 2).</p> <p>●Complexity Has experience in achieving successful results in the completion of sales activity that meets some of the following complexity criteria.</p> <ul style="list-style-type: none"> <input type="checkbox"/> It includes multiple IT solutions and service components <input type="checkbox"/> Project team organization that has to consist of several categories of IT career <input type="checkbox"/> Standard contract terms <input type="checkbox"/> Standard requirements <p>●Size Not specified.</p> <p>[Contribution to professional society] -Has basic knowledge and experience of the following major themes of this Specialty Field.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Cultivation of new market and development of new customer <input type="checkbox"/> Strategy planning to increase the competitiveness <input type="checkbox"/> Customer relationships <input type="checkbox"/> Improvement of customer satisfaction <input type="checkbox"/> Formation of sales team <input type="checkbox"/> Proposing IT solutions <input type="checkbox"/> Grasp of Business opportunity <input type="checkbox"/> Controlling market satisfaction <input type="checkbox"/> Understanding and utilization of characteristics of media <input type="checkbox"/> Communications and negotiations through sales media 		

Key Performance Indicator : Sales

Specialty	Common to Sales	Level 1
<p>[Contribution to business]</p> <p>●Responsibilities</p> <p>In either one of phases of proposal, contract, and performance of sales activities, acts as a member of sales team, by holding responsibility. Has experience in achieving successful results in the completion of sales activities, under guidance of a higher-level specialist in the same job carrier category, once or more (equivalent to complexity and size of Level 1).</p> <p>●Complexity</p> <p>Has experience in achieving successful results in the completion of sales activity that meets some of the following complexity criteria.</p> <ul style="list-style-type: none"> <input type="checkbox"/>It includes multiple IT solutions and service components <input type="checkbox"/>Project team organization that has to consist of several categories of IT career <input type="checkbox"/>Standard contract terms <input type="checkbox"/>Standard requirements <p>●Size</p> <p>Not specified.</p> <p>[Contribution to professional society]</p> <p>-Has basic knowledge and experience of the following major themes of this Specialty Field.</p> <ul style="list-style-type: none"> <input type="checkbox"/>Cultivation of new market and development of new customer <input type="checkbox"/>Strategy planning to increase the competitiveness <input type="checkbox"/>Customer relationships <input type="checkbox"/>Improvement of customer satisfaction <input type="checkbox"/>Formation of sales team <input type="checkbox"/>Proposing IT solutions <input type="checkbox"/>Grasp of Business opportunity <input type="checkbox"/>Controlling market satisfaction <input type="checkbox"/>Understanding and utilization of characteristics of media <input type="checkbox"/>Communications and negotiations through sales media 		

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