

国際人結合同会社

KOKUSAI HITOMUSUBI

Co., Ltd.

Bridging Talent, Empowering Businesses

COMPANY PROFILE

Our Founding Team

Three Professionals. One Shared Vision.

KOKUSAI HITOMUSUBI was founded by three professionals who have lived, studied, and worked in Japan for many years. Although our professional backgrounds are different, we share one common vision — to bridge the gap between talented foreign professionals seeking meaningful careers in Japan and Japanese companies looking for reliable human resources.

Our combined experience in education, law, business, and Japanese corporate culture enables us to understand the needs of both employers and foreign professionals.

Dr. Sarwar Aiza

Co-Founder | *Ph.D., Nagoya University*

Dr. Sarwar Aiza came to Japan in 2012 to pursue higher education and later earned her Ph.D. from Nagoya University. With a strong passion for international education, she established Japanese language schools in Pakistan and has guided numerous students toward studying at Japanese language schools, vocational colleges, and universities throughout Japan. Through years of supporting international students, she recognized a significant challenge: even graduates with strong Japanese language skills and excellent potential often struggled to find employment matching their qualifications. Her experience became the foundation for establishing KOKUSAI HITOMUSUBI.

Sarfraz Hamid

Chief Executive Officer | *LL.M., Nagoya University*

Mr. Sarfraz Hamid came to Japan in 2018 and completed his Master of Laws (LL.M.) at Nagoya University. Before founding KOKUSAI HITOMUSUBI, he gained over six years of experience teaching English in Japan, working closely with Japanese educational institutions and people from diverse cultural backgrounds. His legal education, communication skills, and understanding of Japanese society ensure that both employers and foreign professionals receive professional, transparent, and reliable support throughout the recruitment and employment process.

Ammar Sarwar

Partner | *Graduate, Nanzan University*

Mr. Ammar Sarwar came to Japan in 2018 and graduated from Nanzan University. After graduation, he worked for several Japanese companies, gaining first-hand experience with Japanese business practices, workplace culture, and employer expectations. His practical knowledge enables him to understand the perspectives of both Japanese employers and foreign employees, helping create successful long-term employment relationships.

Our Origin Story

The journey of KOKUSAI HITOMUSUBI began long before the company was established. Our co-founder, Dr. Sarwar Aiza, came to Japan in 2012 to pursue higher education and later earned a Ph.D. from Nagoya University. Through her academic journey and extensive experience in Japan, she gained a deep understanding of Japanese society, education, and employment systems.

Driven by a passion for international education, she established Japanese language schools in Pakistan and successfully guided hundreds of students toward studying at Japanese language schools, vocational colleges, and universities across Japan. As these students graduated and entered the Japanese job market, a common challenge became increasingly evident: despite holding Japanese university degrees, possessing excellent Japanese language skills, and demonstrating strong motivation, many struggled to secure employment matching their education, skills, and career aspirations.

At the same time, Japanese companies were experiencing an unprecedented labor shortage and were actively seeking capable international talent. This contradiction revealed a significant gap in the market — talented individuals were searching for opportunities, while companies were searching for talent, yet the two were often unable to connect effectively. Recognizing this challenge, our founding team established KOKUSAI HITOMUSUBI Co., Ltd.

Why We Established KOKUSAI HITOMUSUBI

After many years of supporting students and professionals in Japan, we observed the same challenge repeatedly. Foreign professionals — many of whom had graduated from Japanese universities or vocational schools and possessed strong Japanese language skills — often found it difficult to identify career opportunities that matched their education, experience, and aspirations. At the same time, Japanese companies continued to face a growing shortage of young and motivated workers.

We realized that the problem was not a lack of talent or a lack of opportunities. The real challenge was the absence of an effective bridge connecting the right people with the right companies. To address this gap, we established KOKUSAI HITOMUSUBI Co., Ltd. Our purpose is not simply to introduce people to jobs — our mission is to create meaningful and sustainable connections between talented foreign professionals and Japanese companies, enabling both to grow together.

Corporate Philosophy

企業理念

Bridging Talent, Empowering Businesses.

人材をつなぎ、企業の未来を支える。

Mission

ミッション

国際人結合同会社は、日本で働くことを希望する外国人材と、人材不足という課題を抱える日本企業との架け橋となることを使命としています。私たちは、人材紹介だけではなく、キャリア相談、在留資格（ビザ）サポート、多言語支援を通じて、外国人一人ひとりの能力や希望に合った就業機会を提供します。また、企業様には、長期的に活躍できる優秀な人材との最適なマッチングを実現し、持続可能な人材確保を支援いたします。私たちは、単に人材を紹介する会社ではなく、人と企業を最適につなぐパートナーであり続けます。

KOKUSAI HITOMUSUBI is committed to serving as a bridge between foreign professionals seeking employment in Japan and Japanese companies facing labor shortages. We go beyond mere recruitment — through career counseling, visa status support, and multilingual assistance, we provide employment opportunities that match each individual's skills and aspirations. For our corporate clients, we facilitate optimal matching with talented professionals who can contribute long-term, supporting sustainable workforce development. We are not simply an introduction agency — we are your trusted partner in creating the best connections between people and companies.

Vision

ビジョン

外国人材が安心して能力を発揮できる就業環境と、日本企業が安心して優秀な人材を採用できる社会を実現し、日本で最も信頼される国際人材パートナーを目指します。

We strive to create an environment where foreign professionals can confidently demonstrate their abilities, and Japanese companies can confidently hire exceptional talent. Our goal is to become Japan's most trusted international human resources partner.

Our Purpose

人と仕事をつなぎ、日本企業と外国人材の未来を創る。

Connecting People with Opportunity — Creating the Future for Japanese Companies and Foreign Professionals.

Our Services

We offer comprehensive support to both foreign professionals and Japanese companies. Our services are designed to ensure smooth, successful, and sustainable employment relationships.

- 01 Recruitment Services** 人材紹介
We connect Japanese companies with qualified, motivated foreign professionals through a thorough, tailored process — ensuring candidates are skilled and a strong cultural fit.
- 02 Specified Skilled Worker (SSW)** 特定技能
End-to-end support for the Specified Skilled Worker program, including candidate selection, documentation, and ongoing compliance.
- 03 Engineer / Specialist in Humanities / International Services Visa** 技術・人文知識・国際業務
We support companies hiring highly skilled foreign professionals, handling the complex application process and minimizing the burden on HR.
- 04 Visa Change & Extension Support** 在留資格変更・更新サポート
Professional visa change and extension services for foreign professionals already in Japan, keeping their status compliant and secure.
- 05 Translation & Interpretation** 翻訳・通訳サービス
Professional translation and interpretation services bridging language barriers for smooth workplace integration.
- 06 Student Placement** 留学生紹介
Connecting companies with talented international students graduating from Japanese universities and vocational schools.
- 07 Career Counseling** キャリア相談
Individualized career counseling helping foreign professionals identify opportunities aligned with their skills and aspirations.
- 08 Settlement Support** 定着支援
Ongoing support from housing assistance to workplace integration, ensuring long-term success for employers and employees.
- 09 Company Consultation** 企業コンサルティング
Advisory services on hiring and retaining foreign talent, cultural differences, and inclusive workplace policies.

Industries We Serve

We support a wide range of industries across Japan. Our expertise spans multiple sectors, allowing us to provide targeted recruitment solutions for each industry's unique needs.

Industry	Description
Manufacturing	Production line workers, quality control, factory management
Food Processing	Food production, packaging, quality assurance
Construction	General construction, civil engineering, project management
Agriculture	Farming, greenhouse operations, agricultural technology
Hotels & Hospitality	Front desk, housekeeping, guest services, management
Logistics	Warehousing, transportation, supply chain management
IT & Technology	Software development, system engineering, IT support
Engineering	Mechanical, electrical, civil, and industrial engineering
Healthcare	Nursing care, medical support, healthcare administration
Retail	Sales, customer service, store management

Our Recruitment Process

We follow a comprehensive, transparent, and professional recruitment process designed to ensure successful long-term placements.

1 Company Consultation

We meet with your company to understand your business, workplace culture, and staffing needs.

2 Understanding Hiring Needs

A detailed analysis of your requirements, including job roles, qualifications, language proficiency, and soft skills.

3 Candidate Screening

We source and screen candidates from our extensive network — interviews, skill assessments, and background checks.

4 Interview Coordination

We coordinate interviews between your company and shortlisted candidates, providing translation support when needed.

5 Visa Support

We handle all visa application procedures, ensuring compliance with Japanese immigration regulations.

6 Employment

We facilitate the employment contract signing and onboarding process.

7 Settlement Support

Ongoing support to help new employees settle into their roles and communities.

8 Follow-up & Retention

Regular contact with both employers and employees to ensure satisfaction and address issues promptly.

Our Strengths

Why should companies choose KOKUSAI HITOMUSUBI?

Strong Network in Pakistan and Japan

Deep connections in both countries allow us to source high-quality talent from one of the world's largest English-speaking countries while maintaining strong relationships with Japanese companies nationwide.

Japanese-Speaking Staff

Fluent Japanese communication with employers and employees ensures nothing is lost in translation and that all parties understand their rights, responsibilities, and expectations.

Legal Knowledge

With a Master of Laws (LL.M.) on our team, we possess expert knowledge of Japanese immigration law, employment regulations, and compliance requirements.

Fast Response

We respond quickly to inquiries and process applications efficiently, ensuring your staffing needs are met without unnecessary delays.

Long-Term Support

We don't just make placements and disappear — we provide ongoing support so employers and employees build successful, long-term relationships.

Multilingual Communication

Fluent in Japanese, English, and Urdu, ensuring clear understanding across all parties involved in the recruitment process.

Cultural Understanding

Having lived, studied, and worked in Japan for many years, we deeply understand Japanese workplace culture and prepare both sides for a smooth transition.

Our Commitment to Quality

We are committed to providing exceptional service to both our corporate clients and the professionals we represent.

For Employers

- Access to a diverse pool of motivated, skilled foreign professionals
- Reduced recruitment time and costs
- Legal compliance and visa support
- Long-term retention and satisfaction

For Professionals

- Career opportunities that match your skills and aspirations
- Comprehensive visa and documentation support
- Cultural and workplace integration guidance
- Ongoing career development support

Future Goals

We are building for the long term. Our vision extends far beyond today.

Expand Across Japan

We aim to expand our presence across all regions of Japan, serving companies and professionals in every prefecture.

Become a Trusted HR Partner for SMEs

We are committed to becoming the most trusted human resources partner for small and medium-sized enterprises throughout Japan.

Support 10,000 Professionals

Our goal is to support 10,000 foreign professionals in building meaningful careers in Japan.

Build Sustainable Employment Solutions

We are dedicated to developing sustainable, long-term employment solutions that benefit both Japanese companies and foreign professionals.

Company Overview

Company Name	KOKUSAI HITOMUSUBI Co., Ltd.
Japanese Name	国際人結合同会社
Founded	[2025]
Representative	Sarfraz Hamid (CEO)
Co-Founder	Dr. Sarwar Aiza
Partner	Ammar Sarwar
Headquarters	Aichi-ken, Nagoya-shi, Meito-ku, Takabari 2-2418, Dai-2 Meito Kopo 506
Services	Recruitment, Visa Support, Career Counseling, Settlement Support, Company Consultation, Translation & Interpretation
Languages	Japanese, English, Urdu
Mission	Connecting People with Opportunity — Creating the Future for Japanese Companies and Foreign Professionals

CONTACT US

KOKUSAI HITOMUSUBI Co., Ltd.

国際人結合同会社

Address:

Aichi-ken, Nagoya-shi, Meito-ku, Takabari 2-2418, Dai-2 Meito Corpo 506

Phone: 080-3684-4999

Email: info@kokusaihitomusubi.org

Website: [Your Website URL]

Bridging Talent, Empowering Businesses.