AGD

COMPANY BROCHURE



TALENT PLACEMENT SERVICES

Talent, too, is a grand design.

Designing Talent for the AI Era

ARCHITECT GRAND DESIGN, INC.

TOKYO, JAPAN

https://nippon-hightech.jp/

FOR COMPANIES

Toward a society where every individual shines.
Change the people, and you change the organization — and the future.



Japan's workforce is shrinking while AI and digital transformation accelerate. Business is at a turning point, and so is the profile of the people companies need.

I served as an executive secretary at a major chemical company and a leading U.S.-based research firm, watching organizations and people from beside the executive team. Time and again, I witnessed the moment when someone unconstrained by convention joined and set off a dramatic chemical reaction. I have also changed jobs myself, between Japanese and foreign companies — so I know that a career change is not only a professional step, but a choice that shapes a life.

At AGD, we look beyond gender, age, nationality, and conventional career paths — to potential, and a shared sense of purpose toward the future. Our work does not end with an introduction: as a life planner and personal advisor, I stay beside each person at life's turning points. Precisely because this is a digital age, we treasure the analog warmth of truly standing by people.

Change the people, and you change the organization. Change the organization, and you change the future. Through the power of people, we contribute to a society where diverse individuals shine, and to the sustainable growth of the companies we serve.

President (Head of Talent Placement) **Takako Koide**

Profile: Executive secretary at a major chemical company and a leading U.S.-based research firm. She has herself changed jobs between Japanese and foreign companies, and advises career changers as a life planner.

Why Companies Choose AGD

Our service is a **search (headhunting) model**: we do not post openings and wait, but identify the right people for your requirements and approach them directly. Everything starts with your **new business**. High-tech professionals assess both companies and people — not simply matching, but creating the future of both.

1 An eye honed by industry

Founder Yoshihisa Toyosaki (semiconductor analyst; former Principal Analyst at Gartner) and our technical advisors bring deep industry knowledge to every selection — reading the capability truly needed, behind the words of a job description.

2 Japan's strengths, future industries

AI, semiconductors, smart cities, mobility, energy & the environment — specialists in the future industries where Japan's strengths come alive, with connections to the organizations creating them — trading houses' new-business divisions included.

3 A place where talent grows

Through seminars, symposiums, and the Nippon High-Tech Regrowth community, we have long provided a forum where high-tech talent learns and grows. That ecosystem of gathered, nurtured people is what makes our approaches precise.

4 Global talent, ASEAN in view

Backed by our track record supporting business expansion in Indonesia (ASEAN) and China, we also place talent to lead overseas bases and build careers on the global stage.

How AGD Differs from Typical Agencies

Viewpoint	Typical agencies	AGD
Starting point	Filling a vacancy	**Designing a new business**
How we search	Searching a registration database	**Identifying and directly scouting within the industry**
Judgment	Sales consultants	**High-tech professionals and technical advisors**
Matching criteria	Skills and terms	**Skills + a shared sense of purpose**
Access to talent	Advertising and databases	**Networks formed at symposiums and seminars**

Fields & Roles

■ **AI & Data**: AI engineers, data scientists, MLOps ■ **Semiconductors**: circuit design, process, equipment, materials, quality & production engineering ■ **Mobility**: EVs, autonomous driving, MaaS, automotive semiconductors ■ **Energy & Environment**: renewables, storage batteries, hydrogen, GX ■ **IoT / DX**: embedded systems, platform development, DX promotion ■ **Management & Business Development**: technology executives, business development, alliances ■ **Global**: overseas base leaders, ASEAN roles ■ **Student Scouting**: science & engineering students in Japan and abroad, incl. top ASEAN universities

How It Works

1 Hearing
We hear your business strategy and the profile you seek, in the language of technology

2 Selection & Proposal
We propose candidates whose fit we have carefully assessed

3 Interview Coordination
End-to-end support, from scheduling to bridging terms

4 Onboarding & Retention
We stay with you until the new hire has settled in

Fees: Success-based (charged when a placement is completed). As AGD works on a custom, client-commissioned basis (scouting model), our standard fee is 40% of the candidate's theoretical annual salary. Details, including refund terms, are provided separately in our fee schedule under the Employment Security Act.

FOR CANDIDATES

There is a reason you were scouted.

AGD's placement is a search model. Using our industry network and judgment, we identify "the one" and approach you directly — never mass outreach. Because the approach comes from people who understand the value of technology, we are exacting about the quality of the stage and the terms. And we look beyond skills: we look for a sense of purpose toward creating the future.

1 Approached by people who know the industry

AGD, which has helped design the semiconductor and AI industries themselves, evaluates your expertise fairly — including the value of your technology that a résumé cannot express.

2 Positions never made public

Roles that carry a company's new business are filled by scouting, not by open recruitment. You may be approached as the one person to launch something new — an encounter with choices that never appear in public.

3 Discretion, and support to get you through

Everything proceeds in strict confidence. We help you articulate the value of your technology in your résumé and prepare for interviews. Stages across ASEAN and the world are also possible.

Scouting the Future — For Students

AGD is now extending its scouting to science and engineering students in Japan and abroad. In particular, we invite outstanding students at top ASEAN universities to join the front lines of Japan's future industries — semiconductors, AI, mobility, energy — where Japan's strengths come alive and your abilities are needed. We will design opportunities to connect with Japan not only after graduation, but from your student years.

From Scouting to Onboarding

1
Our Approach
We contact you directly

2
Career Meeting
We hear your experience and hopes, in the language of technology

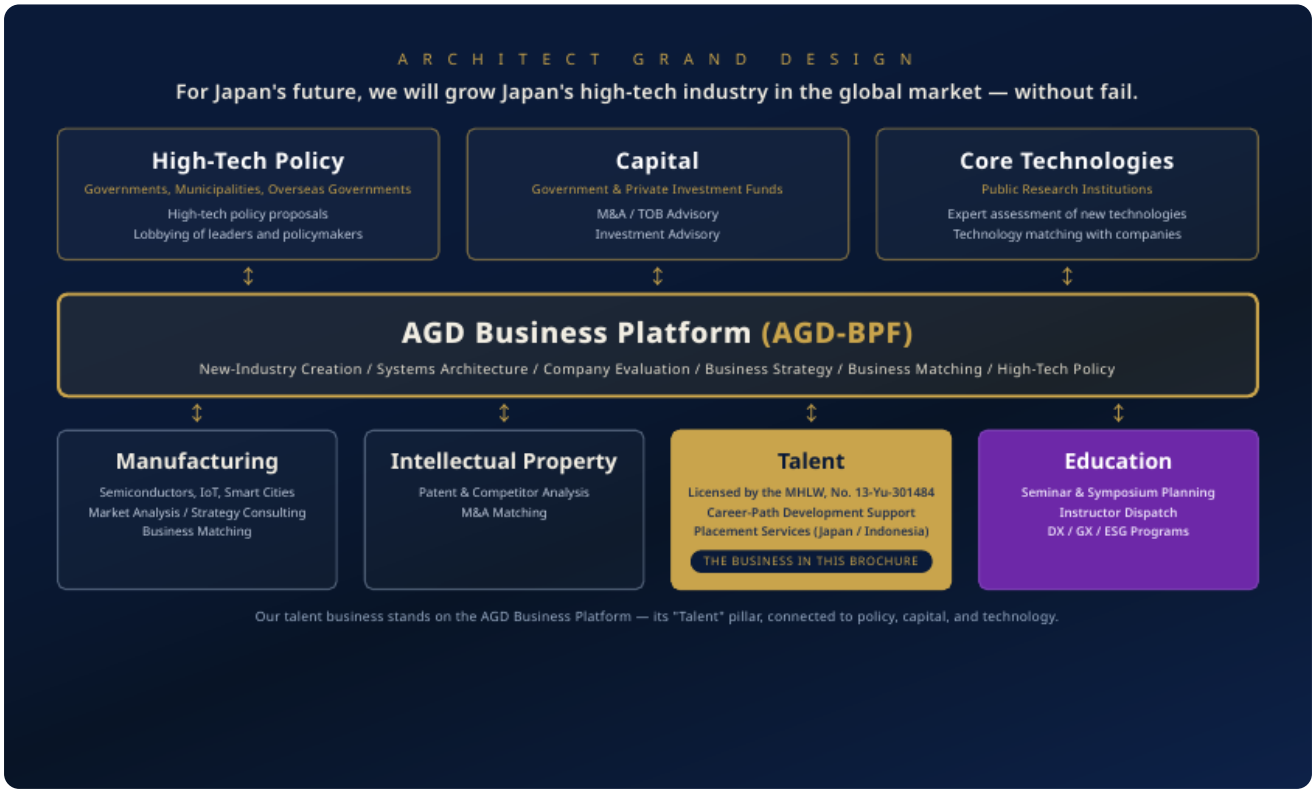
3
Position Proposals
Selected for fit — and for the stage

4
Selection & Onboarding
From bridging terms to settling in after you join

A career change is a life choice. Takako Koide, head of our talent business, advises as a life planner and personal advisor — designing not just your next role, but the life beyond it. Precisely because this is a digital age, we treasure the analog warmth of standing by people.

* No fees are ever charged to job seekers.
* We also welcome career consultations with future scouting in mind. Please feel free to contact us.

AGD's hallmark is enlightenment. Through symposiums and seminars, we enlighten industry and talent alike — the Nippon High-Tech Regrowth association, smart-city symposiums, the Digital Shoinjuku program, and lectures and publications across Japan — continually presenting a vision of the high-tech future to society. Our talent business stands on that foundation: we connect people who have gathered and grown in these forums with companies that envision the future. We match more than skills — we match people and companies who share the same purpose toward creating Japan's future. From these forums, we aim to bring forth the "strategists" who can design the strategies of the future.



A Track Record of Enlightenment

2012 First Nippon High-Tech Regrowth symposium held in Ginza, Tokyo (Recruit Ginza 8 Building); continued through the 10th symposium in 2023

2016 6th symposium, "A Platform for Creating Future-Industry Businesses" (theme: IoT; featuring Toru Nishikawa of Preferred Networks, among others)

2019 9th Smart City Technology Symposium: "The Future of the U.S.–China High-Tech War — Smart Cities and a New Era of International Competition"

2022 Digital Garden City Forums held in Masuda, Shinagawa, and Nagasaki; in Nagasaki, the "Nagasaki Island MaaS" concept was proposed to the prefecture

Ongoing Hosting Digital Shoinjuku (YouTube), with continuing analysis of semiconductors and future industries. Digest videos of the 6th and 9th symposiums are on YouTube

Company Profile

Company Name	Architect Grand Design, Inc.
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Human Resource Advisor	Yozaburo Nakai
Founder	Yoshihisa Toyosaki
Business	Research & consulting / Semiconductor & smart-city, IoT & DX solutions / Semiconductor circuit design, development support & IP sales / Licensed talent placement / Indonesia (ASEAN) & China business expansion support
Talent Placement	Licensed by the Minister of Health, Labour and Welfare, No. 13-Yu-301484

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