



【ベトナム駐在】アパレル工場スタッフ◇海外で働きたい方◎日本人在籍・英語力不要・渡航サポート充実！

組織強化に向けた採用！／世界に先駆けた生産体制を誇る大手アパレルOEMメーカー

## Job Information

### Hiring Company

MATSUOKA CORPORATION

### Job ID

1456416

### Industry

Apparel, Fashion

### Job Type

Permanent Full-time

### Location

Vietnam, フート、アンナム、タンチュオン

### Salary

4.5 million yen ~ 5.5 million yen

### Work Hours

フレックスタイム制 コアタイム：11:00～15:00 休憩時間：60分（12:00～13:00）

### Holidays

週休2日制（休日は土日祝日）

### Refreshed

February 19th, 2026 08:00

## General Requirements

### Minimum Experience Level

Over 3 years

### Career Level

Mid Career

### Minimum English Level

Business Level

### Minimum Japanese Level

Business Level

### Minimum Education Level

High-School

### Visa Status

Permission to work in Japan required

## Job Description

海外工場の運営を担当し、品質管理、納期管理、コスト管理を行いますVisual Management(物/業務/管理の見える化を行う手法)活動を行い、品質向上、納期短縮、コスト削減を図ることがミッションです。

### ■具体的には：

これまでのご経験に応じてご入社後の業務を決定します。

- ・客先の要求に応じた製品を縫製、資材およびキャパを把握
- ・営業と協議しながら、生産計画立案を実施
- ・納期に合わせた対応ならびに交渉を行い、収支実績管理

- ・担当者と進捗を確認し工程、入在庫、検品、品質管理
- ・工場運営として稼働状況、コスト管理、関係者へ報告、提案を実施

**■配属部署名/部署構成：**

【ベトナム】全4工場で2000～3000人規模

※MD以上は日本語でのコミュニケーションが可能です。

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**【雇用形態】**

正社員

期間の定め：無

試用期間：3ヶ月

**【年収】**

予定年収：450万円～550万円

賃金形態：日給月給制

＜賃金内訳＞

月額（基本給）：200,000円～210,000円/月20日間勤務想定

想定月額：200,000円～210,000円

昇給有無：有

残業手当：有

＜給与補足＞

※上記年収は個人のスキル、経験に応じ決定します。

■賞与：年2回(前年実績：3.00ヶ月分)

■昇給：年1回

《海外配属後》月給：30～35万円/年収：450～550万円

賃金はあくまでも目安の金額であり、選考を通じて上下する可能性があります。

月給(月額)は固定手当を含めた表記です。

**【勤務地】**

本社

住所：広島県福山市宝町4-14

勤務地最寄駅：山陽本線／福山駅

受動喫煙対策：屋内全面禁煙

＜勤務地補足＞

ご入社後1～2か月は本社勤務になります。研修終了後、海外各拠点へ配属となります。

＜転勤＞

無

**【勤務時間】**

＜労働時間区分＞

フレックスタイム制

コアタイム：11:00～15:00

休憩時間：60分（12:00～13:00）

時間外労働有無：有

＜標準的な勤務時間帯＞

9:00～18:00

＜その他就業時間補足＞

■就業時間や休日は、現地ルールにより変動あり

■残業時間：月平均10～20時間

**【休日休暇】**

週休2日制（休日は土日祝日）

年間有給休暇10日～（下限日数は、入社直後の付与日数となります）

年間休日日数120日

土日、祝日、夏季、年末年始など

**【手当/福利厚生】**

通勤手当、住宅手当、健康保険、厚生年金保険、雇用保険、労災保険、退職金制度

＜各手当・制度補足＞

通勤手当：社内規定による

住宅手当：社内規定による

社会保険：補足事項なし

退職金制度：65歳まで再雇用制度あり

定年：60歳

＜その他補足＞

■海外保険

■病院手配（海外滞在時のみ）

■社宅・住居手当

■海外赴任手当

■現地手当（3万～8万前後）

- 渡航費（年2回一時帰国可能）
- ビザサポートあり

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**【Vietnam Factory Overseas】 Production control. After training of 2 months in Japan you will work at overseas factory! Top class leading OEM apparel company**

You will be in charge of operating overseas factory, quality control, delivery schedule, cost control. The mission is to implement visual management, which are visualizing objects, work and management process, in order to improve quality, shortening delivery time and reducing cost.

**■Content**

The content of your work will be decided based on your experience and skills.

- Sewing products based on customer request, understanding accessories and factory capacity.
- Building and implementing the production plan by collaborating with sales team, -Negotiating to meet with delivery schedule, managing progress of income and expenditure results.
- Checking with workers for the progress of each line procedure, receiving and shipping situation, inspections and quality control.
- Checking operating progress, managing cost, reporting factory progress to related members, implementing suggestions and proposals from workers to manage the factory.

**■Factory detail**

【Vietnam】 Over 2,000 to 3,000 employees in 4 factories.

\* Communication in Japanese is possible for workers in MD position.

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**【Employment】**

Full-time

Probationary period: 3 months

**【Yearly Income】**

Estimated Yearly Salary : 4.5million yen – 5.5million yen

Salary: Monthly salary

<Salary Breakdown>

Monthly (Base Salary): 200,000 yen - 210,000 yen/month, based on working days 20 days

Estimated Monthly: 200,000 yen – 210,000 yen

Pay raise system: We have pay raise system based on company regulation.

Overtime pay: We have overtime pay based on Labor Standards Act.

\*Above yearly salary will be decided upon your skill and experience.

■Bonus: 2times per year (Last year result: 3.00 months of salary)

■Pay Raise: 1 time/year

《Working at overseas factory》 Month: 300,000 – 350,000yen, Year: 4,500,000 – 5,500,000 yen

Above salary is an approximate amount. Depending on the result of the interview outcome, the amount may fluctuate.

Monthly salary includes fixed allowance.

**【Working Place】**

In the beginning, you will work at our main office.

Address: 4-14 Takara-machi, Fukuyama-City, Hiroshima prefecture, Japan

Nearest station: Sanyo Honsen Line, Fukuyama Station

Smoking: Smoking is prohibited inside the building.

\*After 1 - 2 months of training at our main office, you will work at overseas factory.

<Job Relocation>

No job relocation.

**【Working time】**

<Working time breakdown>

Flex-time System

Core time: 11:00AM - 3:00:PM

Lunch time 60 minutes (12:00PM – 1:00PM)

Overtime work: We have

<Standard working time>

9:00AM - 6:00PM

<Overtime>

■Working time and holidays depend on overseas factory regulation

■Overtime: 10 – 20 hours/month

**【Weekends and Holidays】**

Weekends are basically 2 days (Saturdays, Sundays, national holidays, summer & winter break)

Over 10 days of paid leave per year (Paid leave granted after entering company)

120 holidays a year

**【Allowance and Welfare Program】**

Travel allowance, housing allowance, health insurance, employees' pension, employment insurance, workers' accident insurance, retirement package system

<Allowance detail>

Transport Allowance: Based on company regulation

Housing Allowance: Based on company regulation

Social Security

Retirement package system: Reemployment system until 65 years of age.

Retirement: 60 years of age

<Other Allowance>

■Travel insurance

■Arranging hospital (only during stay overseas)

■Company-housing and housing allowance

■Secondment allowance

■Expatriate allowance (30,000 – 80,000 yen)

■Travelling fee (Able to visit home country 2 times per year)

■Visa obtaining support

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## Required Skills

### 【応募に必要な経験・スキル】

・ アパレル、縫製業界での就業経験者

### 【歓迎する経験・スキル】

・ 多言語を得意とされる方/海外でチャレンジされたい方/海外で就労経験のある方  
TOEIC(R)テストなど資格をお持ちでしたら応募書類にご記載ください

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### 【Experience and skills needed for application】

-Having experience in the apparel, sewing industry

-Having experience of working over 3 years.

-English level: Business level is preferred

-Japanese level: Business level is preferred

-Academic background: Above high school graduate

-Current visa situation: Having work permit in Japan.

### 【Preferred experience and skills】

-Able to communicate in multiple language, willing to take the challenge to work overseas or having experience of working overseas.

-If you have documents relating to TOEIC(R) tests please submit them also.

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## Company Description