



UD TRUCKS

# UD Trucks Recruitment Guide for 2026 New Graduate Candidates



Going the Extra Mile

As of Dec. 10<sup>th</sup>, 2024



[Company Introduction Video available in JP](#)

# Agenda

## 1. About UD Trucks

- Our environment
- Company Profile

## 2. Recruitment overview

- General Information
- Selection Process

## 3. Open positions

- UD Trucks Organization
- Open Positions for 2026


## 4. Others

- How to apply
- Contacts, Links and QR codes

# Our environment

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**Logistics, the lifeblood of society**  
People depend on logistics,  
and logistics depend on people.

# There are challenges **for society**

Traffic safety and congestion



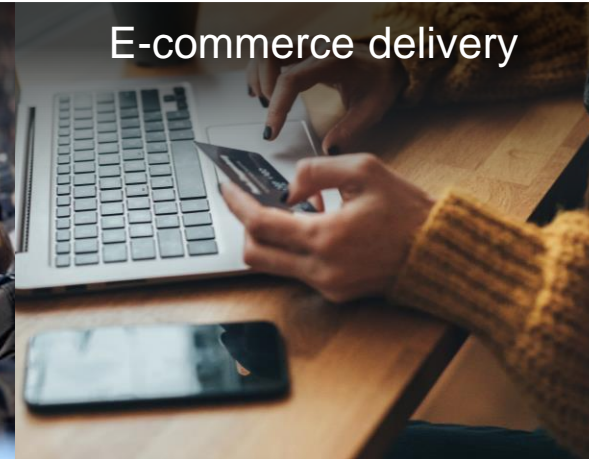
Environmental issues



Demographic changes



E-commerce delivery



# and **for the industry**

Cost and efficiency



Tougher regulations



Shortage of skilled drivers



Changing transport demands



# Accelerating truck driver shortage in Japan

By 2030, about 35% of the packages may not be able to deliver...



- Parts not reaching factories...
- Fresh food not reaching supermarkets...
- Packages cannot be sent to depopulated areas...

**This may affect our daily lives**

# Trucks we need today

- Trucks that make you want to become a driver
- Easy to drive
- Safe like passenger cars
- Automation



**UD Trucks contributes to the creation of the next generation trucks with new technology.**

# Overview of Commercial Vehicle Manufacturer Industry

- ❑ Four manufacturers in Japan  
⇒ Isuzu Motors, Hino Motors, Mitsubishi Fuso Truck and Bus and UD Trucks.
- ❑ UD Trucks leads the heavy-duty truck business as a member of the Isuzu Group since 2021.
- ❑ Hino Motors and Mitsubishi Fuso Truck and Bus announced plans to merge their operations.



**Working together to make the world a better place  
through commercial vehicles**



# Company Profile

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# Our Base is Japan, Our Business is Worldwide



89  
Years of  
experience

8,000+  
Dedicated  
employees  
(worldwide)

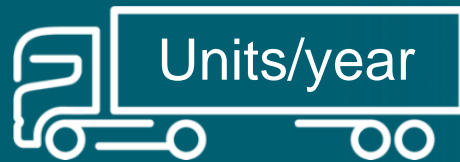


- ✓ Development, manufacture and sale of commercial vehicles
- ✓ Manufacture and sale of vehicle components
- ✓ Maintenance of trucks and buses, and related parts sales



60  
Present  
in 60  
markets

20,000



UD Trucks is a proud member of the Isuzu Group



Headquarters



Factory



Parts Center



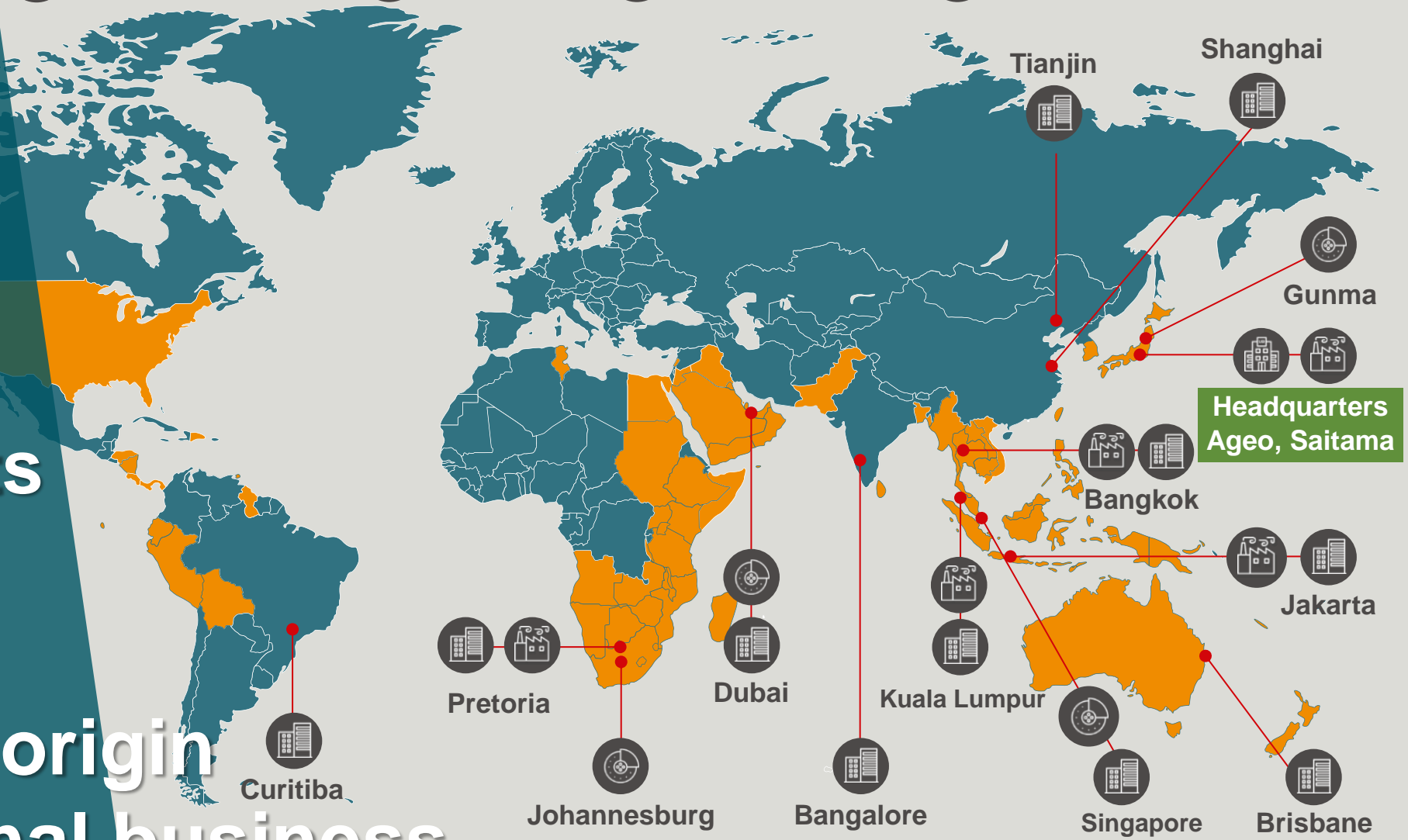
Office



Sales Market

Present in 60+ markets

Japanese origin International business



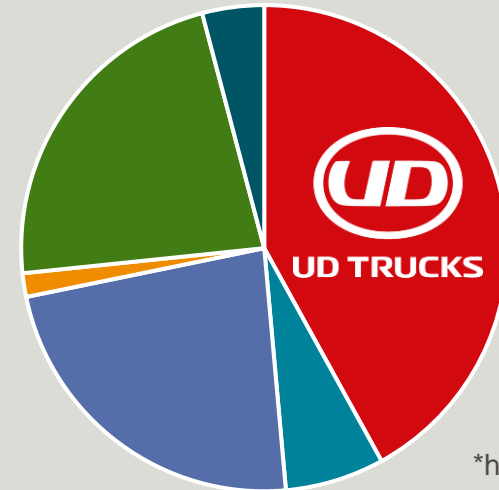
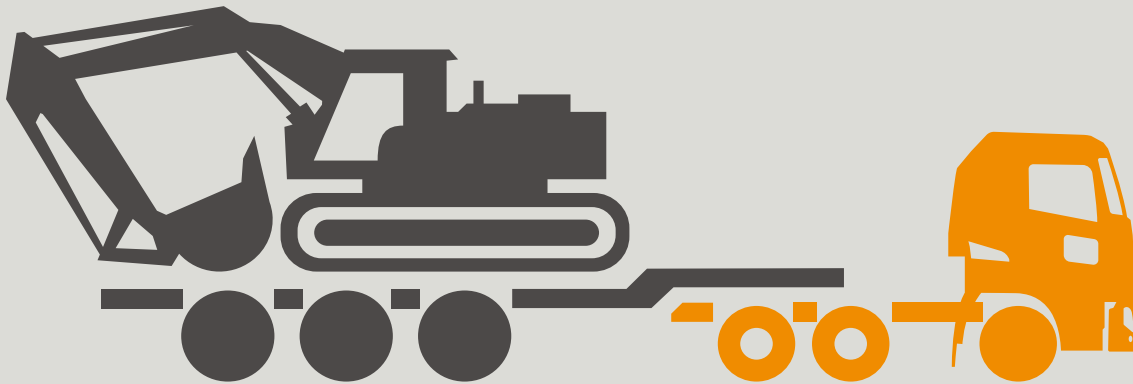
# Our History

## UD Trucks have been 'Going the Extra Mile' ever since we started

1935	Nihon Diesel Industries, Ltd., founded by Kenzo Adachi	2007	Nissan Diesel Motor joins the Volvo Group
1958	<b>Japan's first</b> 6TW model trucks with a payload over 10 tons - Contributed to Japan's period of rapid economic growth.	2010	Company name changed to UD Trucks Corporation'
1960	Company name changed to Nissan Diesel Motor Co., Ltd	2010	<b>Japan's first</b> remote diagnostic service launched.
1989	Traffic Eye (distance warning system) - <b>World's first</b> commercialized laser radar rear-end collision prevention device	2018	Fujin&Raijin — Vison 2030 - <b>Japan's first</b> Level 4 heavy-duty autonomous driving demonstration.
2004	Flagship Quon heavy-duty truck launched. - With the <b>world's first</b> equipped with a urea selective catalytic reduction system for reducing NOx emissions	2021	UD Trucks joins the Isuzu Group

# Strengths of UD Trucks ①

- ❑ We are the specialist in heavy-duty truck development
- ❑ Holds **No. 1** share of the market for heavy-duty tractors!
- ❑ Wide range of trucks in both mature market and growth market



\*heavy-duty tractors share  
of 2023 in Japan

# Strengths of UD Trucks ②

- ❑ UD is a part of strategic alliances between Volvo and Isuzu
- ❑ Leads the Isuzu Group in charge of heavy-duty vehicles
- ❑ Realizing synergies domestically and internationally
  - ❖ Joint development of new tractors
  - ❖ Sales and after-sales service collaboration center



ISUZU GROUP

ISUZU



UD TRUCKS



# Strengths of UD Trucks ③

## ❑ A company that values diversity, equity & inclusion

- ❖ A place where everyone can be themselves regardless of gender, nationality, age, disability, sexual orientation, etc.
- ❖ The mind of 'diversity for innovation'
- ❖ Holds the highest rank of 3 stars under the 'Eruboshi' certification mark for excellent companies promoting women's activities in Japan

## ❑ Flexible work environment built on trust

Work-life balance achieved through remote work and flexible working hours



# Now we have our best range ever

Mature markets



UD TRUCKS

Growth markets



**Kazet**  
Light-duty



**Condor**  
Medium-duty



**Quon**  
Heavy-duty



**Quester**  
Heavy-duty



**Croner**  
Medium-duty



**Kuzer**  
Light-duty



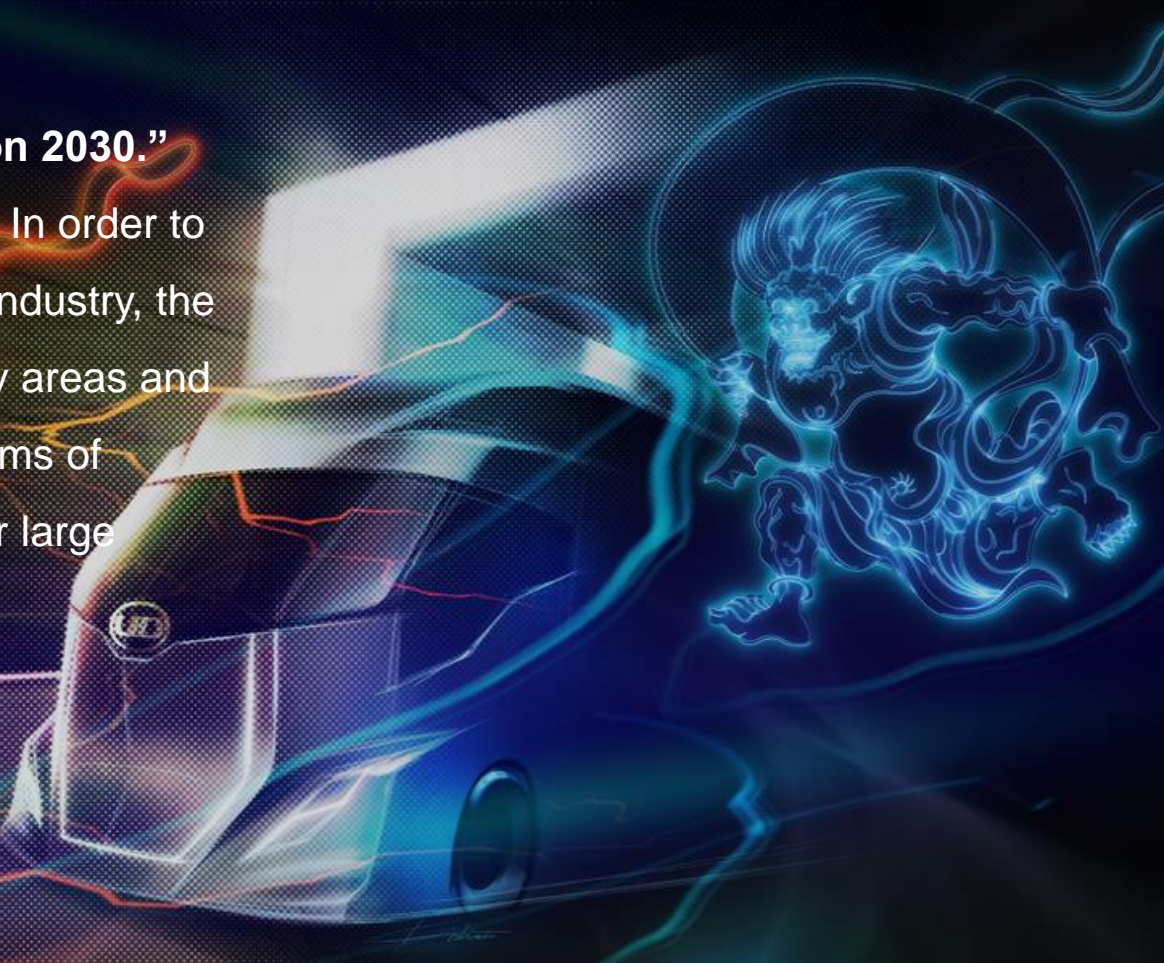
# Innovation for Smart Logistics

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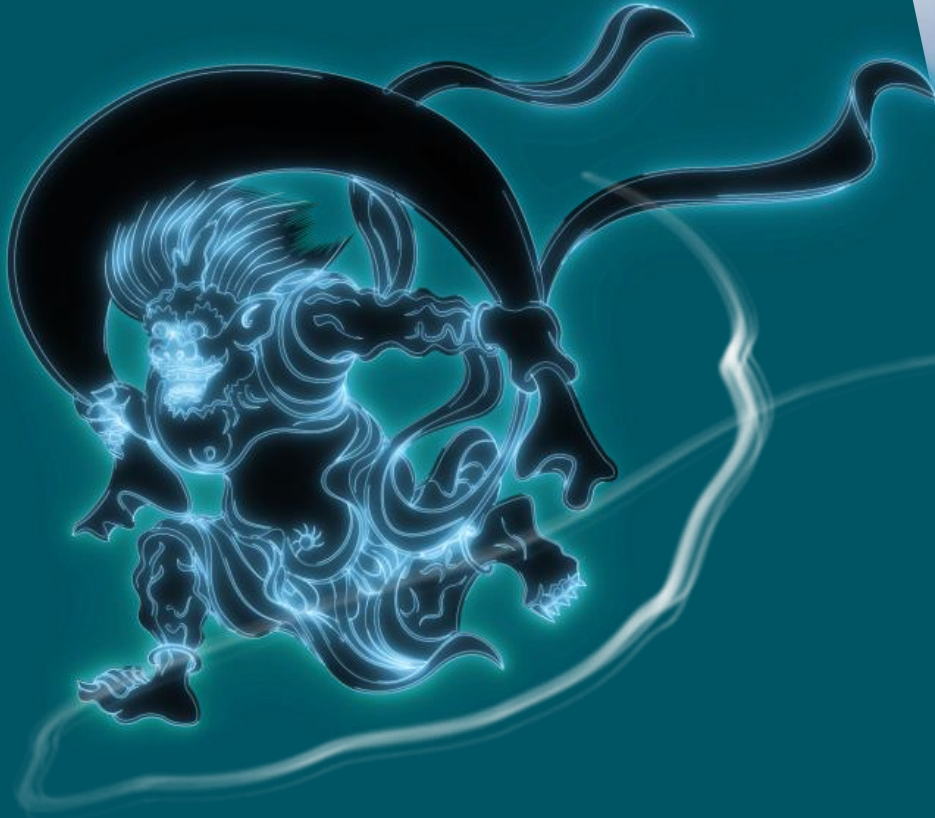


# Innovation for Smart Logistics

UD Trucks decided in 2018 to launch “Fujin & Raijin. Vision 2030.” — an Innovation Roadmap aimed at realizing Smart Logistics. In order to address the challenges faced by the society and the logistics industry, the roadmap focuses **automation and electromobility** as the key areas and demonstrates the initiatives for offering various solutions in terms of autonomous driving and electric driveline aimed specifically for large truck applications.



# Autonomous Driving



# Contributing to efficient logistics

- ❑ Platooning in highways
  - ✓ Driver shortage/working conditions and accident prevention
- ❑ Autonomous driving in restricted areas (e.g. steel mills)
  - ✓ Resolving issues such as DX promotion and production efficiency and manpower shortages at manufacturing sites.



Safety



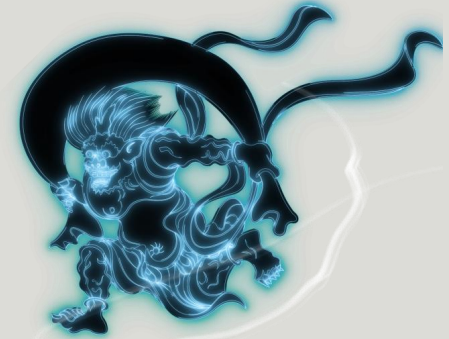
Productivity



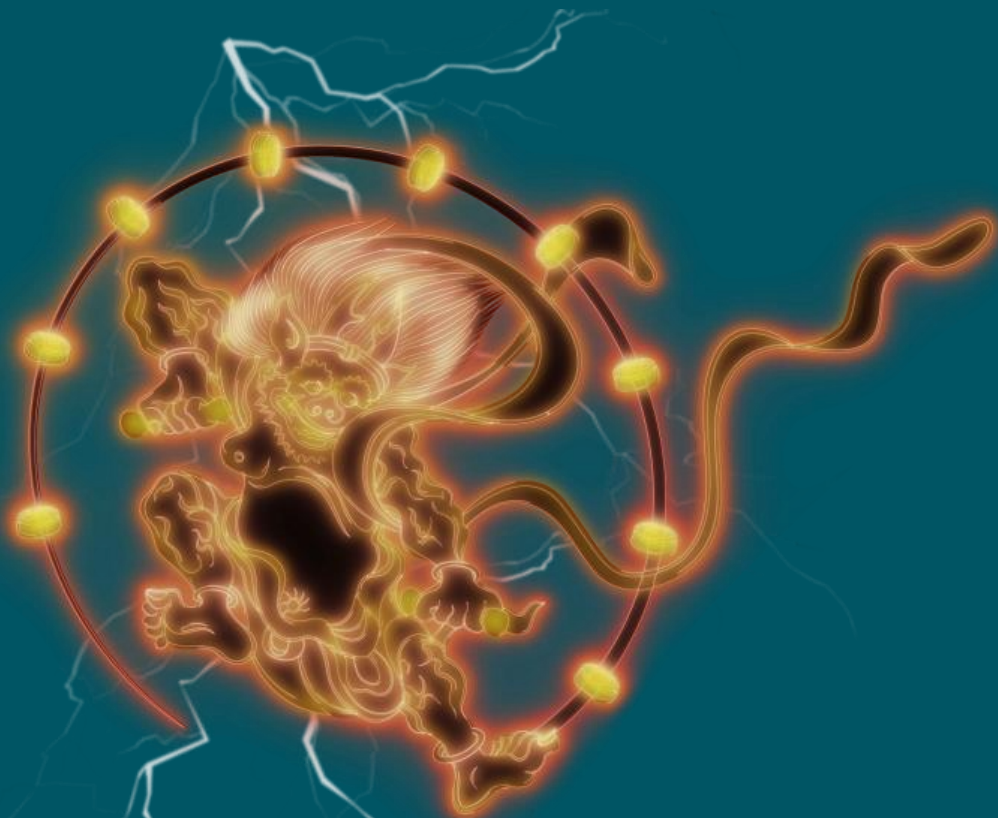
Efficiency



Level 4 autonomous demo truck 'Fujin'



# Electrification



# Environmentally friendly trucks

- ❑ 5,000 heavy commercial vehicle electric trucks by 2030 towards carbon neutrality in Japan.
- ❑ Having a range of options with xEVs, including hybrid/fuel cell/battery vehicles



**CLEAN**



**QUIET**



**POWERFUL  
& SMOOTH**



HEV demonstration truck 'Raijin'

# Ways of Working

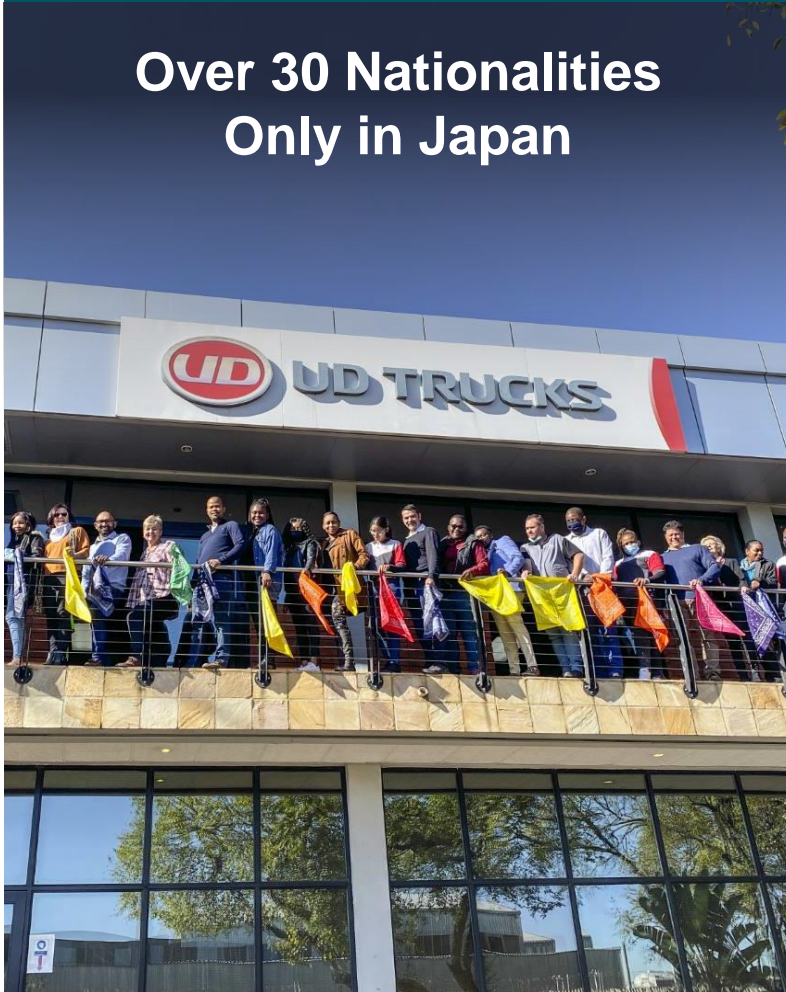
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- Diversity, Equity & Inclusion
- Great Place to Work
- Career & Development



# 1. Diversity, Equity & Inclusion; Our Culture

Over 30 Nationalities  
Only in Japan



Diversity, Equity &  
Inclusion Week



Workplace with open  
atmosphere





# 2. Great Place to Work

## Headquarter Building

Communication Areas  
Convenience store



## Working Environment

Work from Home  
Flextime



## Benefits Package

Canteens  
Gym  
Accommodation with  
Appliances



# 3. Career & Development

## Recruiting for Positions

Choose your first career



## Learning Opportunities

E-Learning  
Face to Face training  
On the Job Training



## Worldwide Internal Mobility

Design your career on your own





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# Basic Information



## Eligibility

- ✓ Those graduating in September 2025 or March 2026.
  - ✓ Those graduated from a university after March 2024
- \*Consultation required on the date of joining the company.



## How to Apply

- ✓ Application for through 'Mypage'
- ✓ Application form will be first in JP and for some positions in EN
- ✓ Submission deadline: every 2<sup>nd</sup> & 4<sup>th</sup> Sundays except during company holidays



## Faculties

- ✓ All faculties and departments can apply
  - ✓ University recommendation only available for engineering positions
- \*Please contact your university career center for details



## Interviews

- ✓ Up to 3 interviews per positions
  - ✓ 1<sup>st</sup> and 2<sup>nd</sup> interview conducted online, Final interview in Headquarters in Ageo, Saitama
- \*Please contact recruitment team if your prefer all online



## Starting Salary

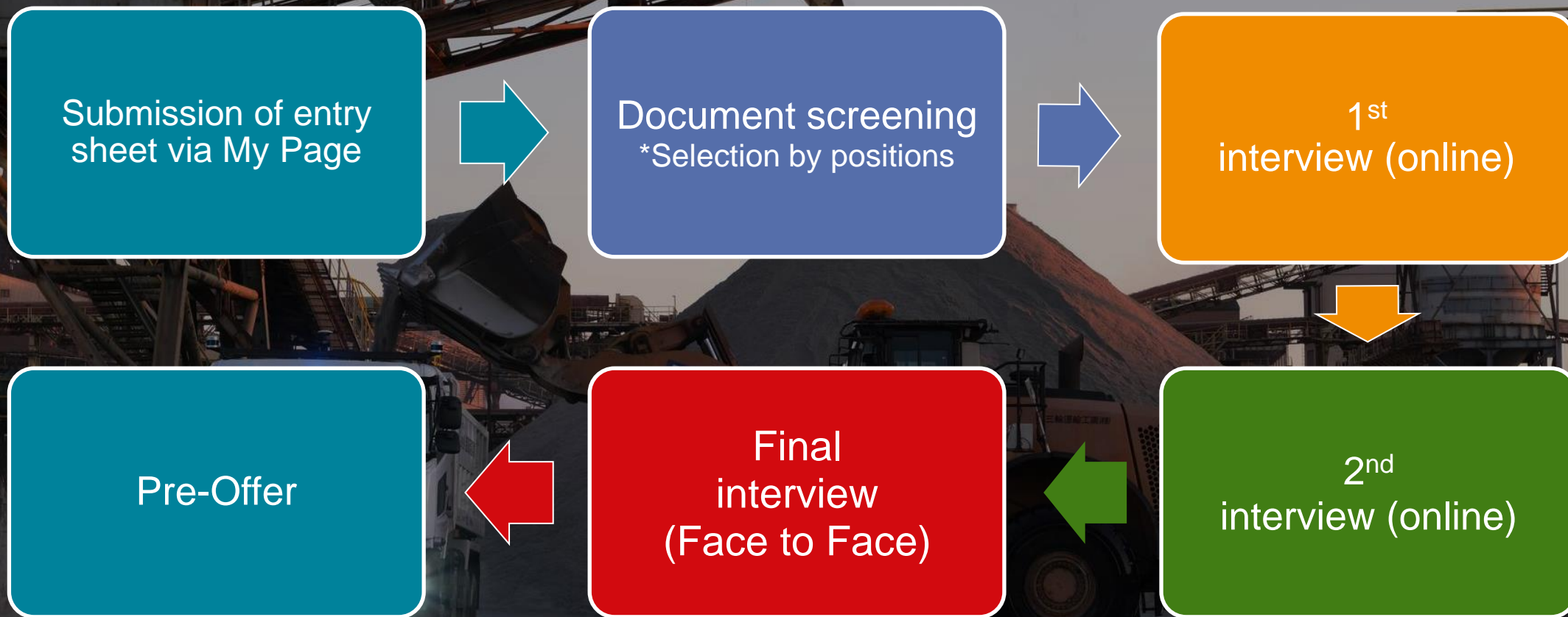
- ✓ Bachelor's Degree: ¥ 265,000
  - ✓ Master's Degree: ¥ 287,000
  - ✓ Doctor's Degree / PhD: ¥ 317,200
- \*Monthly payment - overtime payment not included



## Work Location & Others

- ✓ Headquarters in Ageo, Saitama
- ✓ Usually no transfer of office by HR
- ✓ Apartment for non-married employees
- ✓ Bigger apartment for married employees

# Selection Processes



※Interviews may only be conducted up to twice, depending on the position.



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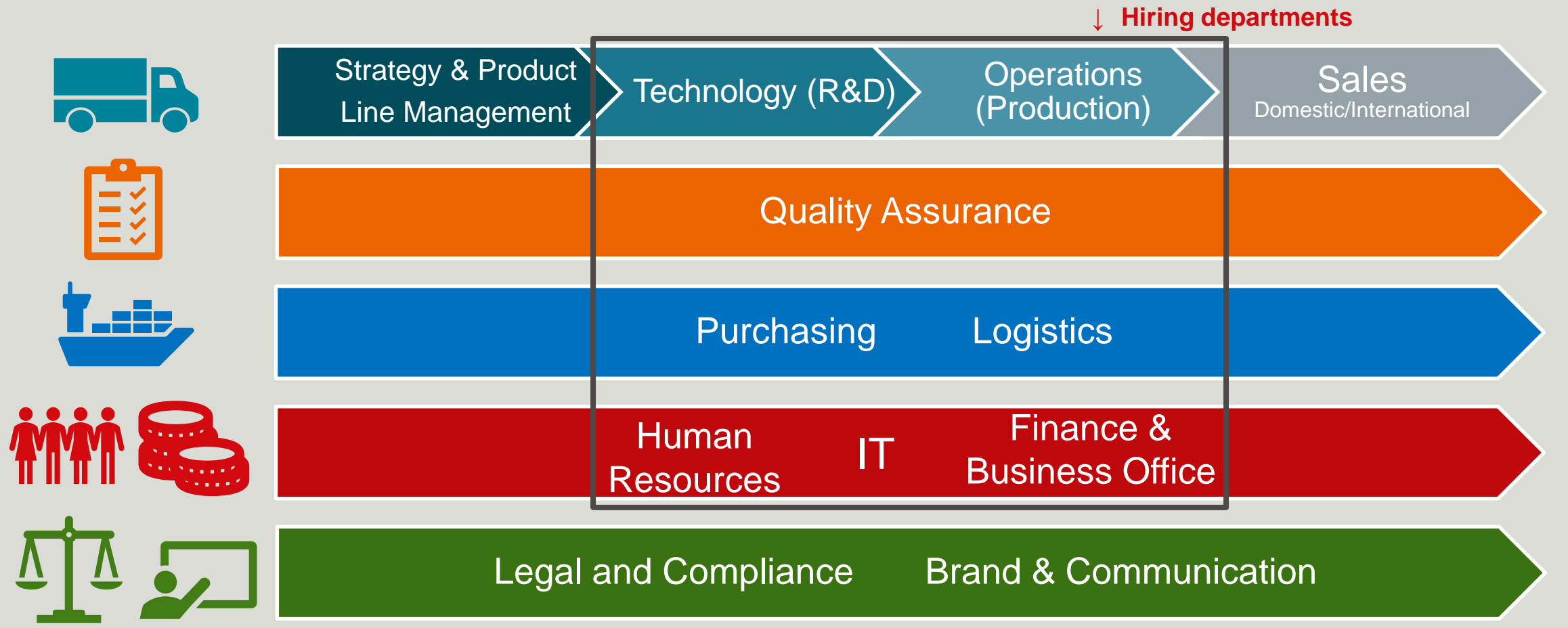
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# UD Trucks Organization



# 2026 Graduates - Opportunities

## 【Engineering position】

※Only applicants with a science background

### Technology

1. Chassis design
2. Cab design
3. Electrical and Electronics
4. Feature, Verification and Validation
5. Special Vehicle Development
6. Aftermarket Technology
7. Powertrain design

### Quality assurance

8. Quality Assurance

### Production

9. Manufacturing Engineering
10. Plant Quality

### Purchasing

11. Supplier quality

## 【Non-Engineering position】

※All candidates can apply

### Technology

12. Regulations & Technical Affairs
13. Product Builds

### Quality assurance

14. Campaign & Quality Affairs

### Operations

15. Logistics Development & Operations

### Logistics

16. Logistics Control

### Purchasing

17. Purchasing(Buyer)

### DSIT

18. Solution delivery

### Finance

19. Finance & Business Office

### Human Resources

20. Recruitment



# Regarding the job descriptions

- ❖ Please refer to the Guide in Japanese (available from [Mypage](#) or [recruitment website](#)) for each job description
- ❖ It is only available in Japanese
- ❖ If you are an English speaker with limited skill of Japanese, positions below are the ones you may apply to;
  - Electrical and Electronics
  - Special Vehicle Development
  - Aftermarket Technology
  - Purchasing (Buyer)
  - Solution Delivery

# Online Seminars by Positions

- ❑ Employees working in each position will provide information about their department and job.
- ❑ Please attend as much as possible to understand the details before participating in the selection.
- ❖ This session will be mostly conducted in Japanese

## Engineering-A

- ❑ Powertrain design
- ❑ Quality Assurance
- ❑ Manufacturing Engineering
- ❑ Cab design

## Engineering-B

- ❑ Chassis design
- ❑ Plant Quality
- ❑ Special Vehicle Development

## Engineering-C

- ❑ Electrical & Electronics
- ❑ Aftermarket Technology
- ❑ Supplier Quality
- ❑ Feature, Verification & Validation

## Non-Engineering-A

- ❑ Purchasing (Buyer)
- ❑ Solution Delivery
- ❑ Recruitment

## Non-Engineering-B

- ❑ Regulations & Technical Affairs
- ❑ Campaign & Quality Affairs
- ❑ Product Builds

## Non-Engineering-C

- ❑ Logistics Development & Operations
- ❑ Finance & Business Office
- ❑ Logistics Control



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# How to Apply

- Please submit your entry sheet via My Page ([link](#)).
- Please note that some positions require additional entry sheet to be written in English.
- Please see p. 28 for eligibility requirements.

## 【Notes】

- Please note that there are a limited number of vacancies for each position. Please note that the selection process may have been completed by the time you apply.
- In such cases, our recruiters may offer you a different position.

# Contact Information and links

## 【Contact】

UD Trucks Recruitment team [UDRecruit@udtrucks.com](mailto:UDRecruit@udtrucks.com)

## 【Link】

- UD Trucks Recruitment website <https://www.udtrucks.com/japan/careers>
- UD Trucks Employee Introduction <https://www.udtrucks.com/japan/about-us/who-we-are/our-people>
- UD Trucks Official YouTube <https://www.youtube.com/@UDTrucksYT>

# Further information

UD Trucks  
Recruitment HP



Our People



Mynavi2026



UD Trucks  
YouTube



UD Trucks  
Instagram



UD Trucks  
TikTok



Welcome to UD Trucks



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**UD TRUCKS**

Going the Extra Mile



Quon Concept 202X