

# Japan Hire Decision Pack

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## Hiring talent in Japan: Vendor-Neutral Engagement Route Guidance

<b>Prepared for</b>	[REDACTED]
<b>Date</b>	17.04.2026
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### IMPORTANT NOTE

This report is a practical decision-support document and is not legal, tax, immigration, or payroll advice. It is prepared exclusively for [REDACTED] for internal use only. External distribution or reuse is prohibited.

# Model Recommendation

## RECOMMENDATION

RECOMMENDED MODEL

**Employment via provider / EOR**

## Recommendation Logic

### SUMMARY

### DETAILS

No.	Assessment area	Reasoning
01	<div style="border: 1px solid #ccc; border-radius: 15px; height: 40px; background-color: #e0e0e0; margin: 10px auto; width: 90%;"></div>	<div style="border: 1px solid #ccc; border-radius: 15px; height: 40px; background-color: #e0e0e0; margin: 10px auto; width: 90%;"></div>
02	<div style="border: 1px solid #ccc; border-radius: 15px; height: 40px; background-color: #e0e0e0; margin: 10px auto; width: 90%;"></div>	<div style="border: 1px solid #ccc; border-radius: 15px; height: 40px; background-color: #e0e0e0; margin: 10px auto; width: 90%;"></div>
03	<div style="border: 1px solid #ccc; border-radius: 15px; height: 40px; background-color: #e0e0e0; margin: 10px auto; width: 90%;"></div>	<div style="border: 1px solid #ccc; border-radius: 15px; height: 40px; background-color: #e0e0e0; margin: 10px auto; width: 90%;"></div>

## Options Considered

SECOND-BEST OPTION

**Contractor via provider**

ALTERNATIVE

**Direct contractor**

# Provider Review Criteria

**PURPOSE**

This section shows what kind of provider may fit your case, and highlights what to focus on when comparing options. The providers named below are examples only, not recommendations.

## Provider Categorisation

No.	Category	Examples	Typical fit
01	<div style="background-color: #ccc; border-radius: 15px; width: 100%; height: 40px;"></div>	<div style="background-color: #ccc; border-radius: 15px; width: 100%; height: 40px;"></div>	<div style="background-color: #ccc; border-radius: 15px; width: 100%; height: 40px;"></div>
02	<div style="background-color: #ccc; border-radius: 15px; width: 100%; height: 40px;"></div>	<div style="background-color: #ccc; border-radius: 15px; width: 100%; height: 40px;"></div>	<div style="background-color: #ccc; border-radius: 15px; width: 100%; height: 40px;"></div>
03	<div style="background-color: #ccc; border-radius: 15px; width: 100%; height: 40px;"></div>	<div style="background-color: #ccc; border-radius: 15px; width: 100%; height: 40px;"></div>	<div style="background-color: #ccc; border-radius: 15px; width: 100%; height: 40px;"></div>
04	<div style="background-color: #ccc; border-radius: 15px; width: 100%; height: 40px;"></div>	<div style="background-color: #ccc; border-radius: 15px; width: 100%; height: 40px;"></div>	<div style="background-color: #ccc; border-radius: 15px; width: 100%; height: 40px;"></div>

## Evaluation Criteria

When comparing providers, the following points should be prioritised in your case:

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02	<div style="background-color: #ccc; border-radius: 15px; width: 100%; height: 20px;"></div>
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