

Hiring activities



Training globally competitive developers through our new human resources investment strategy

Over 100 developers hired annually

<p>Internal Branding</p>	<p>Training that concretely defines the value presented by our brands to ensure our teams understand the kind of fun we should aim to provide. Passing on our development DNA to the next generation of creators.</p>
<p>Personalized Human Resources Data</p>	<p>Curriculum that effectively supplements experience and skills gaps based on a combination of information gathered on each individual's characteristics to develop high performers early in their careers.</p>
<p>Improved Organizational Capabilities</p>	<p>Short-term intensive programs for new hires to acquire job-specific skills and become more effective earlier in their careers through on-the-job training. Additionally, strengthening our management system to provide better care for new employees.</p>



Nobuyuki Matsushima
 Managing Corporate Officer
 Head of R&D Management Division

Passing on the Capcom DNA to the next generation while building world-class skills and sensibilities for new employees

In order to continue providing the global market with content of value, we must channel our efforts into maintaining world-class development capabilities. We do this by passing on our DNA—encoded to create the world's best entertainment—to the next generation of creators while integrating it with the skills and sensibilities that new talent bring with them. To that end, we have to secure new human resources who possess diverse values and sensibilities, and how we train them will be critical. Under our new human resources investment strategy, the R&D Human Resources Department works for everyone who is engaged in development, and has begun refining our environment and training curriculum alongside the managers within development. This will enable our people to acquire essential skills and techniques based on the key concept of understanding what sort of entertainment players enjoy regardless of language or culture, within a world where we can connect with anyone, anytime, anywhere.

Three training policies that strengthen competitiveness

There are three human resources training policies: improved organizational capabilities, personalized human resources data, and internal branding. In our training for new employees, we offer short-term intensive programs to acquire job-specific skills and on-the-job training to help them become more effective earlier in their careers. Additionally, we are building a system of management to provide follow-ups and care for new employees, and other measures within our training to improve our organizational capabilities. Next, we have taken on a new initiative to promote the personalization of human resources data.

In addition to analysis of centrally managed human resources data, we have also started to strengthen analysis of predictive information that incorporates marketing concepts in order to create an environment that can manage talent strategically. Analyzing competency, which is a behavioral trait of high performers, we are implementing a curriculum from the perspective of how to train people as high performers as early as possible to effectively supplement gaps in experience and skills based on information gathered on each individual's unique combination of characteristics.

And most importantly, we are strengthening our internal branding efforts with the next generation of creators in order to pass on our content development DNA. We are conducting training to help employees understand the sort of entertainment we aim to provide by concretely identifying the value of our content and channeling that into game development. In addition, we are putting effort into building an environment where employees can learn more effectively about the world-class technologies required for next-generation development; for example: geometric optics, rigid and fluid body dynamics and kinematics, network technology, AI, information security, and data analysis.

Honing our sensibilities to connect to the world with unique emotional experiences

The curiosity to continuously pursue the essence of fun and the courage to constantly challenge yourself. Capcom wants people with these aspirations. Each of our employees is honing their sensibilities to connect with the world on an emotional level as only Capcom can do. We are creating a training environment where the people who make up the foundation of our company can utilize their skills and curiosity to drive one another to be better, so that we can continue to create play that has value. The entire company is working toward this goal together under the flag of the new human resources investment strategy.

People in Development



Capcom's employees thrive in an environment that encourages learning and taking on challenges



Chikako Kijima

Gimmick/Level Designer
Game Development Section 5
Game Development Department 1

<Credits>
Resident Evil 7: Biohazard
Resident Evil 2
Resident Evil Village

Creating never-before-seen games with teamwork

When I applied to Capcom, I did so because no other company provided the opportunity to work on games with the same level of cutting-edge graphics. Since joining, I have primarily worked on the *Resident Evil* series, which continues to captivate the world through its state-of-the-art technology, and I am responsible mainly for creating backgrounds and gimmicks. I really felt the pressure when I was appointed Lead Gimmick Designer for puzzles for the first time on *Resident Evil 2*, but I also realized that communication and teamwork would be critical to succeed. I strove to coordinate with my team and together we pulled it off, leading to a great reception from players, which made me immensely happy. Two years ago, I returned to work after giving birth and taking childcare leave. The environment is just as rewarding as it was before; this is where I want to continue creating new games while squaring off with new challenges, making use of the skills I cultivated during my work on game series.



Masanari Murakami

UI Designer
Game Development Section 2
Game Development Department 2

<Credits>
Dragon's Dogma Online
Resident Evil 2

Further increasing the appeal of a game with new UI

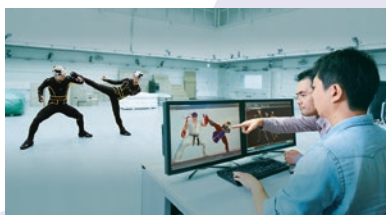
I get to be involved in the development of titles I often played in my personal life, such as *Resident Evil*. This brings real satisfaction to my work as Lead UI* Designer, where I am responsible for creating the control interface environment for players. During my third year at the company, I was appointed as Lead UI Designer for the first time on *Resident Evil 2*. I was nervous, and I felt unsure about the design direction, but as I consulted with more senior employees, I grew more capable in devising solutions that I felt satisfied with. At Capcom I am surrounded by colleagues who share the same vision of creating good games, and the environment allows me to do this while exchanging ideas and opinions, which drives all of us to improve. As I continue to learn from the diverse experiences of my highly skilled senior team members, I will also continue to pursue innovative, easier to use UI.

* UI is the abbreviation for User Interface. UI designers coordinate and design display screens and control methods for exchanging information with users.

Development environment

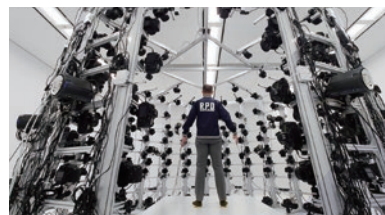


One of the world's leading creative environments



Our motion capture studio reproduces realistic movement of people and objects

At our motion capture studio we use infrared cameras to detect the movements of people and objects in the real world and convert that into computer data. We have one of the largest studios in Japan, which boasts a 7-meter high ceiling making it possible to film wire-based acrobatics, stunt falls, and other actions performed from great heights. This allows us to pursue realistic motion in our characters and objects.



3D scanning studio reduces workload while raising precision

Our 3D scanning studio is one of the world's largest and is equipped with approximately 310 cameras. Photographing people from 360° enables us to scan them as 3D objects. This significantly shortens the CG modeling process and allows us to pursue an even higher level of precision and quality.



The Dynamic Mixing Stage: our 3D audio booth

We use a cutting-edge Dolby Atmos system, which can also be found in movie theaters, and which uses binaural technology capable of reproducing sounds with such reality you feel as if you are right there. This enhances the immersive feel of a game by influencing players' aural perception in addition to their visual perception.