

[Contract type] Kushiro City Regional Revitalization Cooperation Volunteer Lake Akan Adventure Travel Promotion Officer Recruitment Guidelines

Kushiro City is located in the east of Hokkaido, and is home to two national parks, Kushiro Marsh National Park and Akan Mashu National Park, as well as Ramsar-registered wetlands. It is blessed with world-class natural resources, such as the Japanese Crane and Lake Akan's Marimo, which are national special natural monuments, and is also a town filled with "world-class treasures," such as the UNESCO World Intangible Cultural Heritage, the Ainu Traditional Dance.

In the Lake Akan Onsen area, which is the base of operations, the Akan Tourism Association Town Development Promotion Organization, a nationally registered DMO and NPO, has been at the core of efforts to develop the town as a tourist destination, such as attracting visitors and improving the environment to welcome them, and many tourists, including foreigners, have visited the area.

In the city, which regards tourism as a leading industry in the region, it has been participating in the International Travel and Adventure Show (ATWS) since 2016, ahead of the rest of the country, in regards to adventure travel (travel consisting of two or more of the three elements of activity, nature, and intercultural experience, hereafter referred to as "AT"), which is mainly from Europe and the United States.

In September 2023, Hokkaido will host the ATWS 2023 for the first time in Asia, and as Hokkaido gains attention as an AT destination, it is becoming increasingly important to establish an AT promotion system, including the sale and operation of AT tours.

For this reason, Kushiro City is recruiting people who will promote AT in the region and convey the appeal of the Lake Akan Onsen area both domestically and internationally as Kushiro City Regional Revitalization Cooperation Team Lake Akan Adventure Travel Promoters.

We look forward to receiving applications from motivated individuals.

(reference)

- What is adventure tourism? <https://atjapan.org/adventure-tourism>

【募集概要】

Number of applicants	2 people
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Eligibility	<p>① Those who have conversational skills in Japanese and other languages (mainly English) and can read and write the language appropriately.</p> <p>② Those who are healthy in mind and body, have a desire to revitalize local cities, and can actively communicate with local residents while respecting the characteristics and customs of the region.</p> <p>③ Those who are eager to work as local through-guides in the region after their term ends.</p> <p style="padding-left: 40px;">*Through-guides are guides who accompany AT travelers and help them with their trip, such as acting as a bridge between them and activity guides. They are coordinators who have the English skills necessary for the job and a wide range of knowledge about Hokkaido.</p> <p>④ Those who do not fall under the disqualification clauses stipulated in Article 16 of the Local Public Service Act (Act No. 261 of 1950).</p> <p>⑤ Those who can work irregular hours such as on weekends, holidays, and early mornings and nights.</p> <p>⑥ Those who are 18 years of age or older as of April 1, 2025 (regardless of gender).</p> <p>⑦ Those who can use general computers such as the Internet, Word, and Excel.</p> <p>⑧ People who have a regular driver's license and can actually drive.</p> <p>⑨ Those who currently live in urban areas (excluding depopulated areas) including the three major metropolitan areas, have transferred their residency to Kushiro City, and intend to settle there after their activities end. However, those who were regional revitalization volunteers (those who worked in the same area for more than two years and who left within one year of their service) who have moved their base of life and residency to any city, town, or village outside the three major metropolitan areas or to disadvantaged areas within the three major metropolitan areas are also included. (Please contact us if your current address is overseas.)</p> <p style="padding-left: 40px;">* If you are not sure whether you fall under item 9 above, for example if your current address is overseas, please contact us for more information.</p> <p style="padding-left: 40px;">* Consideration will be given to those with travel qualifications or a track record of activity, and those with language qualifications.</p>
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Activity Overview	<p>You will be responsible for the following duties, which are carried out in cooperation with the city and the NPO Akan Tourism Association Urban Development Promotion Organization, including the promotion of AT in the Akanko Onsen area of Kushiro City.</p> <p>① AT-related duties</p> <p>* You will perform the following duties in accordance with the training curriculum we have prepared.</p> <ul style="list-style-type: none"> - Accompanying tours, managing tour itineraries, providing first aid, coordinating with local guides, etc. - Customer service related to tours - Assisting tour coordinators in developing and selling AT tours. - Building networks with buyers and media, negotiating, coordinating, participating in various promotions, providing interpretation support, etc. - Responding to emails from buyers and media, etc. - Duties related to AT-related events <p>② Tourism information dissemination using foreign and Japanese languages</p> <ul style="list-style-type: none"> - Disseminating and updating information using a dedicated website and social networking services, updating, translating, and creating promotional tools such as multilingual brochures, etc. <p>③ Work that contributes to the promotion of tourism in local and wider tourist areas.</p> <ul style="list-style-type: none"> - Translation and support for the creation of signs, billboards, menus, etc. in foreign languages and Japanese. - Participation and cooperation in tourism development activities in local and wider tourist areas. <p>④ Other work deemed necessary by the Mayor</p>
Location	<p>Akanko Onsen district and surrounding areas, Kushiro City, Hokkaido</p> <p>*Activities are based at Akanko Marimukan</p>
Employment status	none

Commission type	<p>① You will enter into a contract with Kushiro City and carry out your work based on this contract. Therefore, since you will not be in an employment relationship with the city, you will be required to enroll in health insurance and pensions, etc., and pay the insurance premiums, etc., yourself.</p> <p>② Working hours per day will be 8 hours and 45 minutes (including a 1-hour break) between 9:00 and 18:00. *However, this may vary depending on the content of the work.</p> <p>③ In principle, you will work 5 days a week, and your total working hours per year will be 1,898 hours and 45 minutes (equivalent to 245 days).</p> <p>④ Regional revitalization cooperation team members will be required to submit activity reports once a month, including the content of their activities, hours, expenses, etc.</p> <p>⑤ You may engage in part-time work to the extent that it does not interfere with the activities of the Regional Revitalization Cooperation Team. (Notification required)</p>
Appointment Period	<p>① Regional Revitalization Volunteers are appointed by the Mayor, and the appointment period is from the date of appointment until March 31, 2026.</p> <p>② For appointments in the following fiscal year and beyond, the appointment period may be renewed taking into account activity status and achievements. (For a maximum of three years from the date of initial appointment).</p> <p>③ If it is determined that an individual is not suitable to be a Regional Revitalization Volunteer, the appointment may be revoked even during the appointment period.</p>
Commission fee	<p>(1) Personnel expenses A maximum of 375,000 yen per month (annual maximum: 4,500,000 yen) will be paid. However, monthly activities will be reviewed.</p> <p>(2) Expenses required for activities A maximum of 1,000,000 yen per year will be paid for the following expenses required for this business. However, monthly activities will be reviewed.</p> <ol style="list-style-type: none"> 1. Health insurance, pension, etc. premiums (annual maximum: 400,000 yen) 2. Housing rental fees (monthly maximum: 48,000 yen) 3. Vehicle maintenance costs (maintenance costs for vehicles used for business: monthly maximum: 47,000 yen) *Voluntary insurance with unlimited bodily injury and property damage coverage must be purchased. 4. Communication expenses (PC and internet-related expenses: monthly limit: 15,000 yen) 5. Consumables and printing expenses (consumables-related expenses: annual limit: within activity expenses) 6. Accident and liability insurance (annual limit: 40,000 yen)

	<p>7. Others Travel expenses, expenses required for training and qualifications, etc., as deemed appropriate by the city based on the Regional Revitalization Cooperation Corps Promotion Guidelines (General Affairs and Clerk's Notice No. 38 dated March 31, 2009)</p> <p>*If it is difficult to meet the upper limits for expenses 1 to 7 required for activities, discussions will be held with Kushiro City. *All amounts above are inclusive of tax.</p>
Application acceptance period	From April 1, 2025 to April 30, 2025
How to Apply	<p>① Download the Kushiro City "Regional Revitalization Cooperation Team" application form from the Kushiro City website below. http://www.city.kushiro.lg.jp/sangyou/kankou/1006227/1009908/1016270.html</p> <p>② Fill out the necessary information on the application form and attach a photo. (Please also write an email address other than your mobile phone number in the email address field)</p> <p>③ Attach the necessary documents to the application form and mail it to the address below. 2-6-20 Akanko Onsen, Akan-cho, Kushiro-shi, 085-0467 Akanko Marimu Hall, Kushiro City Hall, Akan Tourism Promotion Division ※Submitted documents will not be returned.</p>
Selection Process	<p>① First selection -Applications will be screened using the designated application form (selection results will be notified in writing). -Successful applicants will be notified of the date and time of the second selection.</p> <p>② Second selection -Interviews will be held in Kushiro City for successful applicants in the first selection round (scheduled for May 2025). -Transportation costs for the second selection round will be borne by the individual.</p> <p>*After selection, applicants will be required to sign a contract to begin activities as a Regional Revitalization Volunteer.</p>
others	<p>① Questions regarding the recruitment will be accepted by mail, fax or email. The format of the question does not matter. Please note that questions over the phone will not be accepted.</p> <p>② Responses to questions will be sent to the questioner by mail, fax or email, so please include your address, fax number or email address.</p>

Contact	<p>Address: 085-0467, 2-6-20 Akanko Onsen, Akan-cho, Kushiro-shi, Hokkaido, Akanko Marimu Hall</p> <p>Kushiro City Hall Akan Tourism Promotion Division (responsible: Miyashita, Nagasaki)</p> <p>T E L : 0154-67-2505 F A X : 0154-67-2839</p> <p>E-mail : ak-akankankou@city.kushiro.lg.jp</p>
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